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BRYN MAWR COLLEGE

CALENDAR

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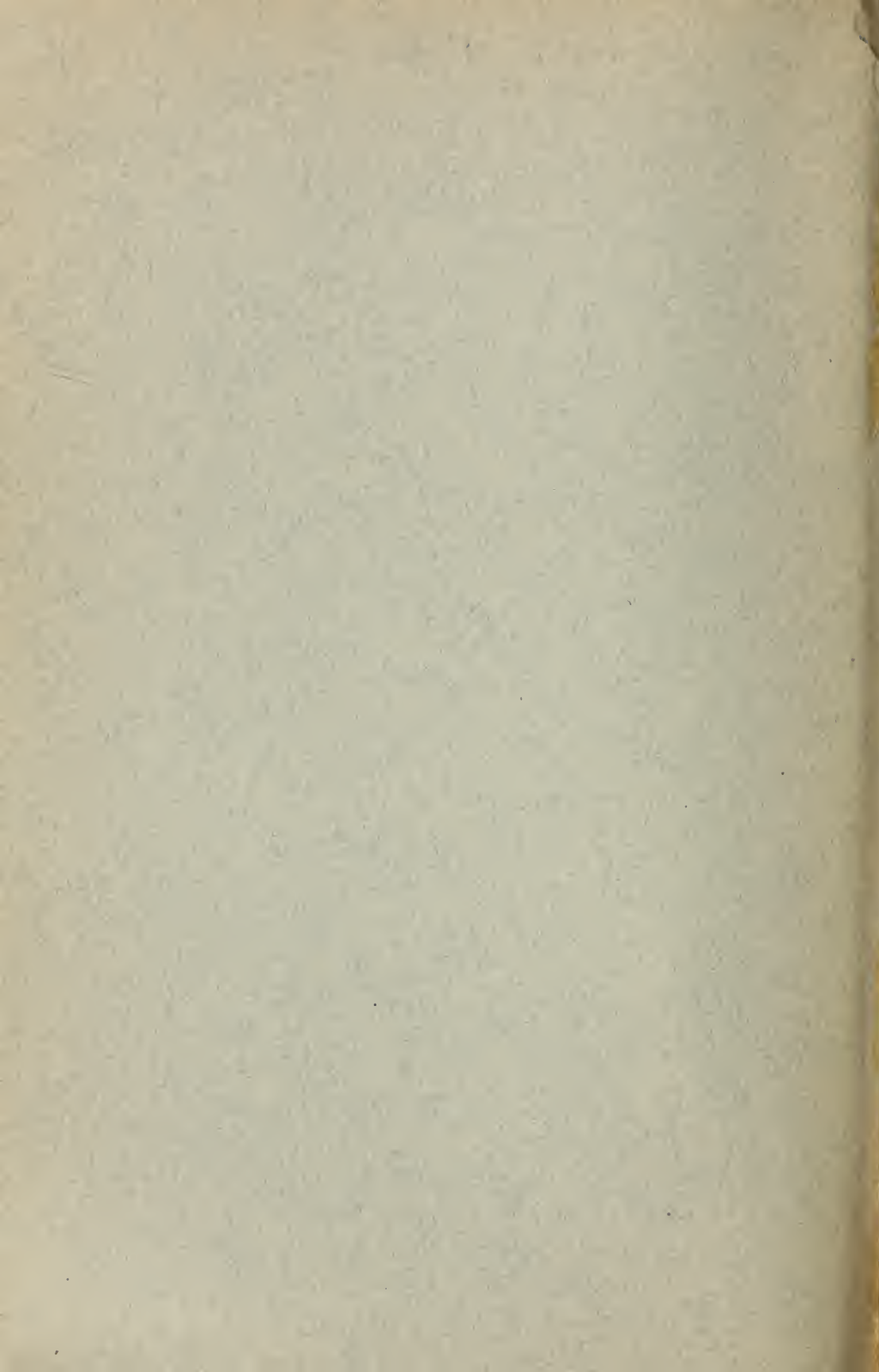
Carola Woerishoffer Graduate
Department of Social Economy and
Social Research

1921



BRYN MAWR, PENNSYLVANIA
Published by Bryn Mawr College
January, 1921

Volume XIV, Part 1.



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ACADEMIC YEAR, 1921-22.

October 3rd.	Registration of students. Halls of Residence open for students at three p. m.
October 4th.	Registration of students. The work of the thirty-seventh academic year begins at a quarter to nine o'clock.
October 15th.	Language examinations for M.A. Candidates.
November 19th.	Language examinations for M.A. Candidates.
November 23rd.	Thanksgiving vacation begins at one o'clock.
November 28th.	Thanksgiving vacation ends at nine o'clock.
December 10th.	Language examinations for Ph.D. Candidates.
December 21st.	Christmas vacation begins at one o'clock.
January 5th.	Christmas vacation ends at nine o'clock.
January 24th.	Language examinations for Ph.D. Candidates.
January 25th.	Half-yearly collegiate examinations begin.
February 6th.	Vacation.
February 7th.	Vacation.
February 8th.	The work of the second semester begins at a quarter to nine o'clock.
March 17th.	Announcements of European Fellowships.
March 29th.	Spring vacation begins at one o'clock.
April 5th.	Spring vacation ends at nine o'clock.
April 8th.	Language examinations for Ph.D. Candidates.
April 14th.	Good Friday. Vacation.
May 23rd.	Vacation.
May 24th.	Collegiate examinations begin.
June 3rd.	Collegiate examinations end.
June 8th.	Conferring of degrees and close of thirty-seventh academic year.

OFFICERS OF ADMINISTRATION.

ACADEMIC YEAR, 1920-21.

President,

M. CAREY THOMAS, PH.D., LL.D.
Office: Taylor Hall.

Acting Dean of the College,

HILDA WORTHINGTON SMITH, M.A.

Recording Dean and Assistant to the President,

ISABEL MADDISON, B.Sc., PH.D.
Office: Taylor Hall.

Secretary and Registrar of the College,

EDITH ORLADY, A.B.
Office: Taylor Hall.

ACADEMIC APPOINTMENTS.

1920-21

*Carola Woerishoffer Graduate Department of Social Economy
and Social Research.*

SUSAN MYRA KINGSBURY,* PH.D., *Carola Woerishoffer Professor of Social
Economy and Director of the Carola Woerishoffer Graduate Department
of Social Economy and Social Research.*

A.B., College of the Pacific, 1890; A.M., Leland Stanford Jr. University, 1899; Ph.D.,
Columbia University, 1905. University Fellow, Columbia University, 1902-03; Holder
of the European Fellowship of the Women's Education Association, Boston, Mass., 1903-
04; Instructor in History, Vassar College, 1904-05; Director of Investigation, Massa-
chusetts Commission on Industrial and Technical Education, 1905-06; Instructor in
History and Economics and Head of Departments, Simmons College, 1906-07; Assistant
Professor, Associate Professor, and Professor in Economics, Simmons College, and
Director of the Department of Research, Women's Educational and Industrial Union,
Boston, 1907-15.

NEVA R. DEARDORFF, PH.D., *Non-resident Lecturer (and Associate Professor-
elect) in Social Economy and Acting Director of the Carola Woerishoffer
Graduate Department of Social Economy and Social Research, 1921-22.*

A.B., University of Michigan, 1908; Ph.D., University of Pennsylvania, 1911; Fellow,
University of Pennsylvania, 1908-11. Staff, Assistant Director, Bureau of Municipal
Research, Philadelphia, 1912-18; Chief, Division of Vital Statistics, City of Phila-
delphia, 1914-16; Assistant to Director-General of Civilian Relief, American Red
Cross, 1918-20; Assistant to the General Manager, 1920—.

* Granted leave of absence for the year 1921-22.

EVA WHITING WHITE, B.S., *Non-resident Lecturer in Social Economy.*

B.S., Simmons College, 1907. Head Resident, Elizabeth Peabody House, Boston, Mass., 1909—; Massachusetts Board of Education, in charge of Vocational Education for Women and Girls, 1910-14; Staff Lecturer, Boston School for Social Work, 1912-14; Massachusetts Homestead Commission, 1916—; Massachusetts Immigration Commission, 1916; Survey of Public Schools, Gary, Ind., 1916; Vice-Chairman, Federal Commission on Living Conditions, 1917-19; Director of Training, Intercollegiate Community Service Association, 1919—.

HENRIETTA S. ADDITON, A.M., *Non-resident Lecturer in Social Economy.*

A.B., Piedmont College, 1907; A.M., University of Pennsylvania, 1911; Fellow, University of Pennsylvania, 1910-11, 1912-13. Instructor, History and Civics, Piedmont College, 1908-10; Agent, Philadelphia Society for Organizing Charity, 1913-14; Probation Officer and Case Supervisor, Philadelphia Municipal Court, 1914-16; In Charge, Probation Department, Juvenile Court, 1917; Assistant Director, Director, Section on Women and Girls, Law Enforcement Division, Commission on Training Camp Activities, War Department, 1918-19; Executive Assistant and Director, Field Service, Women and Girls, United States Interdepartmental Social Hygiene Board, 1919—.

GLADYS BOONE, A.M., *Instructor in Social Economy on the Grace H. Dodge Foundation.*

A.B., University of Birmingham, 1916; A.M., 1917. Teacher of young employees, especially in connection with the Cadbury Chocolate Factories, and Tutor in Economic History in Workers' Educational Association, Birmingham, 1917-19; Holder of Rose Sidgwick Memorial Fellowship at Columbia University, 1919-20.

GWENDOLYN SALISBURY HUGHES, A.M., *Research Secretary.*

A.B., University of Nebraska, 1916, and A.M., 1917; Susan B. Anthony Scholar in Social Economy and Social Research, Bryn Mawr College, 1918-19; Carola Woerishofer Fellow in Social Economy and Social Research, Bryn Mawr College, 1919-20.

ALLIED DEPARTMENTS.

JAMES H. LEUBA,* PH.D., *Professor of Psychology.*

Neuchâtel, Switzerland. B.S., University of Neuchâtel, 1886; Ph.D., Ursinus College, 1888; Scholar in Psychology, Clark University, 1892-93; Fellow in Psychology, Clark University, 1893-95; Ph.D., Clark University, 1896.

DAVID HILT TENNENT, PH.D., *Professor of Biology.*

S.B., Olivet College, 1900; Ph.D., Johns Hopkins University, 1904. Fellow, Johns Hopkins University, 1902-04; Bruce Fellow, Johns Hopkins University, 1904.

THEODORE DE LEO DE LAGUNA,* PH.D., *Professor of Philosophy.*

A.B., University of California, 1896, and A.M., 1899; Ph.D., Cornell University, 1901. Teacher in the Government Schools of the Philippine Islands, 1901-04; Honorary Fellow and Assistant in Philosophy, Cornell University, 1904-05; Assistant Professor of the Philosophy of Education, University of Michigan, 1905-07.

MARION PARRIS SMITH, PH.D., *Professor of Economics.*

A.B., Bryn Mawr College, 1901, and Ph.D., 1908. Graduate Student, Bryn Mawr College, 1902-05, Fellow in Economics and Politics, 1905-06; Bryn Mawr College Research Fellow and Student in Economics and Politics, University of Vienna, 1906-07.

CLARENCE ERROL FERREE, PH.D., *Professor of Experimental Psychology and Director of the Psychological Laboratory.*

B.S., Ohio Wesleyan University, 1900, A.M., 1901, and M.S., 1902; Ph.D., Cornell University, 1909. Fellow in Psychology, Cornell University, 1902-03; Assistant in Psychology, Cornell University, 1903-07.

MATILDE CASTRO, PH.D., *Phebe Anna Thorne Professor of Education and Director of the Phebe Anna Thorne Model School.*

A.B., University of Chicago, 1900, and Ph.D., 1907. Fellow in Philosophy, University of Chicago, 1900-01, 1903-04, 1905-06. Principal of the Morris High School, Morris, Ill., 1901-03; Instructor in Philosophy, Mount Holyoke College, 1904-05; Instructor in Philosophy, Vassar College, 1906-09; Professor and Head of the Department of Philosophy, Rockford College, 1910-12.

* Granted leave of absence for the year 1921-22.

GERTRUDE RAND, Ph.D., *Associate in Experimental and Applied Psychology.*

A.B., Cornell University, 1908; Ph.D., Bryn Mawr College, 1911. Graduate Scholar in Psychology, Bryn Mawr College, 1908-09, 1911-12, Fellow in Philosophy, 1909-10, Fellow in Psychology, 1910-11, and Sarah Berliner Research Fellow, 1912-13.

GEORGIANA GODDARD KING, M.A., *Professor of the History of Art.*

A.B., Bryn Mawr College, 1896, and M.A., 1897. Fellow in Philosophy, Bryn Mawr College, 1896-97, and Fellow in English, 1897-98; Collège de France, First Semester, 1898-99.

CHARLES GHEQUIERE FENWICK, Ph.D., *Professor of Political Science.*

A.B., Loyola College, 1898; Ph.D., Johns Hopkins University, 1912. Student of Political Science, Johns Hopkins University, 1909-11; Law Clerk, Division of International Law in the Carnegie Endowment for International Peace, 1911-14; University of Freiburg, summer, 1913; Lecturer on International Law, Washington College of Law, 1912-14.

HOWARD JAMES SAVAGE, Ph.D., *Associate Professor of Rhetoric and Director of the Work in English Composition.*

A.B., Tufts College, 1907; A.M., Harvard University, 1909, and Ph.D., 1915. Instructor in English, Tufts College, 1908-11; Instructor in English, Harvard University, 1911-13, and at Radcliffe College, 1911-15; Graduate Student, Harvard University, 1908-09, 1913-15; Instructor in the Harvard Summer School, 1912, 1913, 1914, 1915.

ADA HART ARLITT, Ph.D., *Associate in Educational Psychology.*

A.B., H. Sophie Newcomb Memorial College of Tulane University, 1913; Ph.D., University of Chicago, 1917. Fellow in Biology, H. Sophie Newcomb Memorial College, 1913-14; Fellow in Psychology, University of Chicago, 1914-16; Fellow in Sprague Institute, 1916-17.

SAMUEL ARTHUR KING, M.A., *Non-resident Lecturer in English Diction.*

Tynemouth, England. M.A., University of London, 1900. Special Lecturer in Public Speaking Johns Hopkins University, 1901; Special Lecturer in Speech, University of California, 1902.

MARJORIE LORNE FRANKLIN, M.A., *Instructor in Economics and Politics.*

A.B., Barnard College, 1913, and M.A., Columbia University, 1916. Graduate Scholar, Bryn Mawr College, 1913-14 and Fellow in Economics, 1914-15; Columbia University, 1915-16; Library Assistant, American Telephone and Telegraph Co., 1916-17; Instructor in Political Science, Vassar College, 1917-18.

SPECIAL LECTURERS.

ALICE HAMILTON, M.D., *Lecturer on Industrial Poisons.*

M.D., University of Michigan, 1893. Universities of Leipzig and Munich, 1895-96; Johns Hopkins University, 1896-97; University of Chicago, 1898-1900; Institut Pasteur, Paris, 1903. Professor of Pathology, Woman's Medical College of North Western University, 1899-1902; Bacteriologist, Memorial Institute for Infectious Diseases, 1902-10; Investigator of Industrial Poisons for U. S. Department of Labor, 1910—; Assistant Professor of Industrial Medicine, Harvard Medical School, 1920—.

VALERIA H. PARKER, M.D., *Lecturer on Social Hygiene.*

Assistant Educational Director of the American Social Hygiene Association and Chairman of the Social Hygiene Committee of the National League of Women Voters.

BRYN MAWR COLLEGE

THE CAROLA WOERISHOFFER GRADUATE DEPARTMENT OF SOCIAL ECONOMY AND SOCIAL RESEARCH.

The Carola Woerishoffer Graduate Department of Social Economy and Social Research was opened in the autumn of 1915 in order to afford women an opportunity to obtain an advanced scientific training in Social Economy which, it is hoped, will compare favorably with the best preparation in any profession. It is known as the Carola Woerishoffer Graduate Department in order that the name of Carola Woerishoffer, who devoted her life to social service and industrial relations, may be associated in a fitting and lasting way with Bryn Mawr College which she so generously endowed.

The experience of the war and the period of reconstruction have developed new and pressing social needs, and, in consequence, have made necessary new social programmes with new and extended courses of education.

These social programmes fall into six groups: (1) responsibility for handicapped families and children; (2) responsibility for public health and sanitation; (3) responsibility for public morals; (4) responsibility for the organization and use of community forces; (5) responsibility for human relations in industry and for development of workers; (6) responsibility for expert knowledge of social and industrial questions.

The demands made upon social workers show that social diagnosis and social therapy, adjustment of social and of industrial relations, and social training of adult and child groups require knowledge, power of analysis, and technical skill differing very little in quality or quantity from the requirements in medicine, law, or education. The principles of education for social work as a profession follow closely the well recognized method of education for the so-called older professions. The trend of today is toward postgraduate professional schools connected with colleges and universities, and it is at the same time clearly recognized that certain fundamental subjects should be studied in undergraduate courses so that the student may be

prepared in underlying principles. As to methods, theory and practice are deemed essential parts of one whole. Laboratory discussion and lecture must go hand in hand. Practice in the medical school, law school, theological school, and school of education, consists in the first years of demonstration and observation; later on, of practical work under immediate direction; and, finally, of real experience, but still under close supervision.

In the Carola Woershoffer Graduate Department the principles upon which the programmes are based are those which have been tested in the older professional schools:

(1) The training is distinctly postgraduate.

(2) Instruction in the fundamental principles underlying the social and industrial structure is regarded as prerequisite to the graduate courses or must accompany them; for example, elementary economic and social theory, politics, psychology, statistics, social and industrial problems.

(3) Instruction includes seminars embodying the theory of social and industrial relations; courses giving the technique of social case work, of community organization and leadership and of labor adjustments and of social and industrial research, and these courses must be accompanied by field practice.

(4) All observation, field practice, and non-resident experience is carefully and closely supervised by an instructor well grounded in theory, familiar with and experienced in technique, and this instructor also conducts the courses embodying the theory of such work.

The different fields of work may be subdivided into four main groups: I, Social Relief and Social Guardianship with its subdivisions: I (*a*)—Family Care and Child Welfare, I (*b*)—Hospital and Psychiatric Social Service, and I (*c*)—Social Guardianship and Custody; II, Community Work; III, Industrial Relations and Personnel Administration; IV, Social and Industrial Research.

The programmes on pages 25-31 are presented in order to afford the student a panoramic view of the work which is open to her (see the successive programmes), the agencies which carry on work in each field (see the last column of each programme), and the types of positions open in the various agencies (see next to the last column of each programme).

It will be noted that the same types of positions and problems are found in several fields of work. In the first column of each programme are placed, therefore, those subjects which provide the foundation for all types of positions. These subjects are selected from the group courses given in economics, politics, psychology, philosophy, biology, or history in Bryn Mawr College. In the second and third columns are given only those subjects which *bear directly* on the special field of work under consideration. The elementary and advanced undergraduate courses are cultural and not professional, but are recommended as courses of the greatest value for the student who wishes to direct *some part* of her college studies toward this specialized field. The courses given under "graduate courses" are *essential to adequate preparation* for the field of work indicated.

While one year may afford sufficient training for entering upon professional work, the student is urged to study for at least two years unless she has had previous training or experience. She may receive a certificate upon the completion of one or two years and if her undergraduate and graduate work meets the requirements laid down by the College, she may be a candidate for the Master's degree. Students properly fitted and expecting to give three years to the course may, if they so desire, complete the work in residence required for the degree of Doctor of Philosophy in Social Economy. In the first year the student will probably pursue a course in the theory and technique applied to her chosen field, as for example: Social Treatment of Dependents and Delinquents, or Community Organization, or Industrial Supervision and Personnel Administration. She will also give 9 to 14 hours, according to preference, to the seminary in Social Economy including the practice or field work in an institution or with a social agency or in a business firm chosen in relation to her selected field; she will take the seminary in theory most closely related to her special interests; unless already qualified she will take the course in statistics, and she may elect a third seminary or course. In addition all students attend the Journal Club. Each seminary requires about 14 hours, and each course about 5 hours of work each week, including hours of lecture, discussion, and conference. Full graduate work involves about 43 hours

of work per week. Practice work in each field consists of three types: (1) observation, through excursions to social institutions, agencies, business firms, or manufacturing plants; (2) field work consisting of 7 or 12 hours (as may be elected by the student), 1 hour of individual conference each week, and 2 hours of seminary discussion in alternate weeks; (3) non-resident experience with social institutions, agencies, or business firms obtained during the summer following the eight months of work in Bryn Mawr College.

The wide range of choice in fields of work and in agencies, necessitates careful thought on the part of the student as to her natural fitness for any particular work, and the amount of time she can give to training herself for it. The student may write for advice and suggestion, or may wait until after arrival at Bryn Mawr for conference with the Director and Instructors before selecting the field in which she may work. The descriptions of the various programmes, together with the charts which follow, are presented in an endeavor to assist the student to wise specialization although the fields will necessarily supplement one another and overlap as, for example, between industrial adjustment and community work or industrial research, and *seminaries may be so chosen as to combine work in two fields.* The purpose of the outline is to suggest the content of an adequate preparation for the types of work considered and the range of opportunities in each field as they now exist. While many of the graduate courses are professional, the undergraduate courses are general in character but give at the same time fundamental training for social service. The courses scheduled in the charts are not in every case described in this pamphlet but may be found in the Bryn Mawr College Calendar, from which the description of courses given below (pages 32-45) are reprinted.

I. Social Relief and Social Guardianship.

The student who is deciding whether to enter the fields of Social Relief and Family Care, Hospital and Psychiatric Social Service, Child Welfare, or Social Guardianship and Custody may find helpful the following brief statement of the agencies and the institutions with which she might work in each of these fields and the positions she might hold.

In the field of Social Relief and Family Care and in the field of Hospital Social Service the agencies are, in general, the following: Societies for Organizing Charity, Public Boards of Charity or Welfare, Red Cross Chapters, Mother's Assistance Fund or Widows' Pension Fund Associations, Social Service Departments of the Hospitals. The positions are: chief executives, district secretaries and supervisors, commissioners of charity, investigators, family case workers, and the like.

In the field of Child Welfare, the agencies and institutions are: Public Schools, Children's Bureaus, Societies for the Prevention of Cruelty to Children, Red Cross Chapters, Child Placing Agencies, Orphanages, etc. The positions are: executives, investigators, visiting teachers, placing-out agents, state inspectors of the homes in which children are placed.

In the field of Social Guardianship and Custody, the agencies and institutions are: Courts, Prisons, Reformatories, Industrial Schools, Truant Farms, Detention Houses, Big Brothers and Big Sisters Associations to help discharged prisoners. The positions are: probation or parole officers, supervisors of probation officers, commissioners of correction, psychologists in the prison or court laboratory, executives, teachers in reformatories and prisons.

In the field of Rural Social Work a combination of activities is required. The worker should, therefore, have in addition to a knowledge of rural sociology and economics, some acquaintance with the methods and agencies in relief and family care, child welfare, social guardianship and custody and rural community organization. She should also be familiar with the agencies interested in the development of agriculture as an industry. Thus equipped, she will find many positions open in county welfare departments and associations, Farm Bureaus, Red Cross Chapters, Young Women's Christian Associations and similar organizations.

The practice work of each student is obtained with the Charity Organization Society, the Children's Bureau, the Children's Aid, Red Cross Chapters and branches, Hospital Social Service Departments, the Municipal Court or one of the other agencies named above, according to the field chosen.

In addition every student takes observation trips to orphan-

ages, almshouses, schools for the crippled, the blind, the deaf and dumb, custodial institutions for the feeble-minded, asylums for the insane, colonies for the epileptic, eleemosynary hospitals, courts, prisons, reformatories, detention houses and the like.

I (a). FAMILY CARE AND CHILD WELFARE

In order that the best principles and methods may be discovered and made use of in the fields of Social Relief and Family Care, and Child Welfare, the student attends the conferences of the agencies with which she is working, such as the district conferences of the Society for Organizing Charity, of the Red Cross Home Service, of the Children's Bureau and of the Children's Aid Society, etc., where the problems of particular families and particular children are discussed in their economic, occupational, social, educational, health, and recreational aspects; and conferences on parenthood where, in particular, the problems of unmarried mothers are considered.

The student field worker has access to the case records of these agencies; and, as a preliminary to her more independent activities, accompanies case workers in their visits and investigations and "follow-up" work.

Her actual training in case work may be said to begin perhaps with her assignment to case work tasks where she has opportunity to apply the theory she has been studying. In doing this she is under the careful direction of the district supervisor of the agency or department who guides and criticizes her methods of investigation, her diagnoses, plans, and reports. She is also supervised in this technical work by an Instructor in the Social Economy Department who discusses with her each week the theory and practice of case work as illustrated in the actual cases with which she is dealing.

I (b). MEDICAL AND PSYCHIATRIC SOCIAL SERVICE

The opportunities for training are similar to those in the fields of Social Relief and Family Care and Child Welfare in that the student attends the conferences of the Department of Social Service of the hospital with which she is working, where the problems of the health of patients are considered in

their various aspects, medical, physical, recreational, occupational, social, and educational.

The student has access to the records of the Department of Social Service and for purposes of observation accompanies experienced case workers in their visits to the homes of patients, investigations and "follow-up" work. She also accompanies these workers through the variously classified wards of the hospital, acquiring thus and through discussion and readings a working knowledge of various diseases.

Training in case work includes also the assignment of tasks to which the student may apply the principles of investigation and treatment which she has been studying. The supervisor of the hospital department criticizes her social diagnoses, plans of treatment and reports, and the instructor in the Social Economy Department discusses with her in a weekly conference the principles and practice of hospital social case work as met in the concrete cases with which she is dealing.

The courses in Abnormal Psychology and Mental Tests given in the Department of Psychology, and in Intelligence Tests given in the Department of Education, afford the student interested in the psychiatric phases of hospital social service unusual opportunity to acquire the theory essential for practice training in psychiatric clinics, field investigations, and "follow-up" work.

I (c). SOCIAL GUARDIANSHIP AND CUSTODY

In order to give students specializing in criminology many and varied opportunities for practice training in court work, a connection has been established between the Carola Woerishoffer Graduate Department of Social Economy and Social Research and the Municipal Court of Philadelphia now under the direction of the Presiding Judge, Charles N. Brown and the Chief Probation Officer, Dr. Louis N. Robinson.

Students will be given practice in probation work, social investigation, and vocational guidance. With a proper foundation of knowledge and experience they may be trained in mental testing of the delinquent, in conducting educational conferences, and the like. They may also study the effects of venereal disease, physical defects, and stigmata, and may

observe the mentally abnormal, subnormal or normal, while the social data recorded by courts and agencies are available for investigation into the effects upon behavior of home and neighborhood conditions, schooling, recreation, religion, occupation, and the like.

Every student entering any one of the fields outlined above under I (a), I (b), or I (c), should take in the Social Economy Department the courses in Social Treatment of Dependents, Delinquents and Defectives, and the Seminary in Social Economy applied to Social Relief and Social Guardianship, which affords the field practice work. It is also advisable for her to take the seminary in The Family as a Social Institution or in Races and Peoples. For combinations to be made in other divisions of the Social Economy Department and other graduate departments, programmes I, II, III, and IV should be studied, and for content of courses the descriptions on pages 33-45 should be consulted.

The student in deciding which of the above fields of social work she will enter may ask for a descriptive differentiation of one field from another. But in any such attempt at differentiation there is grave danger of distorting the truth by making it appear that the conditions of one field of activity are isolated from those of another. Thus one may choose work in the field of Social Relief and Family Care, or in the field of Social Guardianship and Custody, or that of Child Welfare. But, as a matter of fact, dependency and delinquency have so many causative factors in common, and exercise such an aggravating interaction upon each other, and the conditions making for the prevention or the cure of the one so resemble and so depend on the conditions for the prevention or the cure of the other, that the purposes, standards, methods, and theoretical and technical training requisite in each field are similar in ideal if not in reality. For example, the Society for Organizing Charity has developed the technique of the so-called family case work from the principle that the interests of individuals and of society are best furthered by taking the family group into account. But the courts are also recognizing this principle and the conception determining their reor-

ganization, their keeping of records, and their treatment of individuals is that of a family court and family case work.

By way of exemplifying the inseparableness of the preparations for these four fields one has but to refer to feeble-mindedness as a factor making for both dependency and delinquency. A knowledge of the causes and control of mental defectives is essential in each of the three fields therefore and, further, a knowledge of systems of mental tests, if understood in the light of educational psychology and social and physical findings would be very illuminating. But to understand subnormal mentality it is necessary to understand normal. The problems of child welfare which the child placing agencies, the Societies for the Prevention of Cruelty to Children and other children's societies encounter are those of adolescent psychology, normal and subnormal, and of adult psychology as well, if there is any dividing line. Every problem of social relief, child welfare, hospital social service, or social guardianship is again not only a problem of the individual understanding which involves a study of the psychology of the feelings, emotions and will; but is a problem of an individual in a group, understanding of which involves a knowledge of social psychology; and all are problems of education, understanding of which involves a knowledge of educational psychology.

Again, each problem has its legal aspects. There is a legal authority, coercion, type of evidence admissible, fact, range of disposition of the case, and procedure whether it is a problem of dependency, child welfare, delinquency, or defectiveness, so that the successful social practitioner needs at least a knowledge of when and how to inform herself on such legal matters.

Again, in every family problem, the questions of health, sanitation, proper housing are apt to appear, and knowledge of physical upkeep and preventive medicine is equally essential whether the case originates through a social service department of a hospital or through the court.

And finally as the disposition of any and every case has an influence for good or evil on our moral and social customs and ideals, and on our institutions, courses in social philosophy, ethics, and social theory in which customs, *mores*, and institu-

tions are studied in process of evolution would seem highly desirable if we are to profit by the experience of the race.

There should be little differentiation as far as general preparation is concerned but one student cannot study every subject. Programmes I, II, and III and IV are given as guides for selection, although what has been said above should be constantly borne in mind.

II. Community Work.

The need for community work carried on by trained workers has never before been so urgent. Community problems during the war assumed a more insistent character. Questions of public health, Americanization, readjustment in industry, recreation, vocational education, and training for citizenship have taken on new meanings, and are making demands for workers of an almost incalculable urgency. Never before has the need been so apparent for better organization of communities into units capable of giving expression to their desire to raise the common level of life and to solve community problems. The movement for the construction of community houses as memorials of the men of the community who have made large sacrifices in the world war, is resulting in a call for people trained as community secretaries, group leaders and teachers of vital subjects which must be taught, if at all, outside of school hours and school periods, more urgent than any similar call for social workers in recent times, a call only comparable to the demand which went out for Red Cross home service workers during the period of the war.

Unless trained workers are provided in sufficient numbers to aid communities to become living expressions of the ideals for which the world has offered up its youth, this great social movement will come to naught, and these community "monuments will become mausolea."

For several years the Carola Woerishoffer Graduate Department has offered courses in this type of social work as part of its training, but it is now able to expand these courses in a way which it believes affords adequate preparation in the theory and technique of community work in its various phases, and provides the necessary practice in community activities

in close connection with the theoretical training. This plan is the outgrowth of the experiments which the Department has been making during these past years through its courses in theory and their application in connection with the Bryn Mawr Community Center, Philadelphia College Settlement, and other Philadelphia community movements. The recent development of the Bryn Mawr Community Center affords an unusual and unique opportunity for this training, as social activities of almost every type are now effectively carried on under its auspices. A Community House has been provided by the citizens of Bryn Mawr as a memorial to the men of Bryn Mawr who devoted their lives and their energies to the defense of freedom. It houses the activities of the Bryn Mawr Community Center including the work of the Preston Center at Haverford and also the several public and private civic and social agencies of the town.

The different classes of community workers needing special training include: (1) workers preparing for general community administration such as secretaries of community associations or directors of community centers, or head workers in settlements; (2) workers preparing to specialize in some phase or branch of community work such as playgrounds, boys' clubs, girls' clubs, children's work, general advertising and publicity, teaching of vocational subjects, instruction in dramatics and athletics; (3) social workers who have specialized in other phases of the profession, but who have come to realize the need for closer cooperation with modern forms of community activities, as, for example, college women who have studied nursing, parish visitors, teachers, librarians, directors of specialized institutions, and personnel administrators.

Community organization presupposes that the citizens of the community really want to band themselves together for some new form of cooperative undertaking. This involves the creation of some kind of machinery, and seems to point to the need for: (1) an executive secretary, director, leader or supervisor with assistants, whose number and character are to be determined by the size of the community and the quality and extent of the work to be supervised; (2) one or more adult workers whose chief function is the organization of groups of

adults who may secure for themselves through such organization, instruction, recreation, entertainment or any other benefits or services comprehended in the plan; (3) one or more girls' workers whose duties are the organization and leadership of groups of girls of different ages in clubs such as are included in the National League of Girls' Clubs, Girl Scout Troops, Campfire Girls' groups, and through which girls may learn group organization and activities such as basketball, hockey, debating teams, and may attain group consciousness and secure opportunities for recreation, and education in vocational art and dramatics; (4) one or more boys' workers whose duties are the organization and leadership of boys' clubs and boys' activities, such as Boy Scout Troops, athletic teams, baseball, basketball, debating teams and such other groups through which boys can be given a knowledge of group organization and the spirit of group consciousness and provided with the opportunity for education, recreation, and exercise; (5) one or more children's workers whose duties shall be the supervision of playground activities, occupation clubs, classes, handicrafts and other activities for children.

All of these workers and activities cannot be secured in the early development of any community association. It is, therefore, necessary for community workers to be trained to direct several community activities and to be expert in at least one special activity. A large amount of volunteer service should be utilized and the director must be able to supervise the work of the volunteers. The movement for sharing trained community workers is already fairly well advanced. Neighboring communities often unite in the employment of specialized workers who give different days to different communities, or settlements, as, for example, a girls' worker or a boys' worker may be employed for afternoon and evening work to give two or three days a week to different neighboring communities. On the other hand, in some localities, better service has been obtained by employing an assistant for certain types of work, such as children's work or girls' or boys' work, in each of several communities so as to provide these activities every day of the week, and engaging one or more expert supervisors by joint community cooperation to supervise the work in the several

centers. It is evident that the student preparing for these positions should have a thorough training in the theory of community organization, a knowledge of the technical requirements of all phases of work and special technical training in one or more community activities. With such preparation the worker will be fitted to begin as assistant, general worker or assistant specialized worker, and to be promoted to the position of general director of a community association or director of some phase of community activity or supervisor of some form of specialized activity.

Among preliminary courses which are especially valuable for preparation in Community Work are educational psychology and the psychology of adolescence, personal and public hygiene, labour problems, social legislation, public speaking, and, in addition, the more specialized courses which are offered in some colleges, of social betterment (frequently entitled charities and corrections) and of statistics.

The following outline groups the graduate professional courses so as to indicate the general course of study which the student should follow for a one-year, two-year, or three-year course. The field practice work is arranged for at the community center of Bryn Mawr or at the Philadelphia College Settlement, or may be planned with other community organizations in Philadelphia or neighboring communities; observation trips also are taken in Philadelphia and New York. Summer practice work is arranged in the best settlements and under the best community organizations in various parts of the country according to the specialized interest of the student.

The courses recommended for the first year include (1) Seminary in Social Economy (Practicum in Community Organization); (2) Course in Community Organization; (3) Course in Community Art; (4) Course in Statistics; (5) Seminary in Social Education (Principles of Education applied to Community Work) and Seminary in Social Psychology, one being given the first semester and one the second; (6) an elective seminary may be chosen in place of the above courses or seminaries with the consent of the Director of the Department from the seminaries and courses offered by this and allied departments. The student is referred to programme number V for an outline of the seminaries and courses recommended.

During the second year the student is recommended to (1) the Seminary in Social Economy, that is, the Practicum in Community Organization; (2) Course in Social Treatment, or Course in the Technique of the Drama; (3) Two elective seminars to be chosen from those suggested under programme V. The following seminars are especially commended: Seminary in Races and Peoples, Social Philosophy, the Family as a Social Institution, Social Research, Municipal Government and Labor Questions.

The elective for the third year will be conditioned by the choice of the associated or independent minor in preparation for the degree of Doctor of Philosophy.

III. Grace H. Dodge Foundation in Industrial Relations and Personnel Administration.

The complexity of the past decade has emphasized the need of specialized study in all branches of industry and nowhere so much as in the problems connected with labor. The employment management movement was only the most obvious and direct of the various ways of dealing with the situation. It has had to call to its aid the findings of many investigations such as the study of wage payment, standards of living, industrial housing, occupational disease, accident prevention and safety engineering, sanitation, health, fatigue, and the effect of noise, lighting, and ventilation on the human mind and body. The movement for centralized employment and discharge has grown into the larger field of personnel administration. The department which directs the human relations of an industrial or commercial enterprise is the vantage point from which we may view on the one hand, the economy of business organization and production management, and on the other, the economy of labor and the distribution not only of wealth, but of well-being. But above and beyond all else the personnel department is the chief agent of the new social economy which is interested not only in the price of the product but also in the development and maintenance of the worker as an efficient, healthy, intelligent citizen. Every effort is now made to give employees opportunity for self-expression and to adjust the worker to the work. Attention is centered upon

training and instruction instead of reliance being placed upon the former trial and error methods of adaptation.

The study of Personnel Administration forms a stimulating introduction to fields as varied as the interests of the individuals. Already students who have completed the courses of study are working, with industrial plants on wage investigation, and with social agencies on research into living conditions; one student finds her chief interest in shop sanitation, another in factory inspection; others have specialized in psychological examinations and selection, the installation of training methods, and the legal problems of employment of labor. Personnel Administration comprises interviewing and engaging labor for offices and plants in consultation with heads of departments; the recommendation and suggestion of employees for promotion, the investigation of complaints, and the review of dismissals, general service and educational work; the investigation of all matters concerning rates of wages, conditions, and hours of work.

The Grace H. Dodge Foundation was established in the spring of 1920 in order to prepare women to aid in the adjustment of industrial relations. It was the direct outcome of the work established by the War Work Council of the National Board of the Young Women's Christian Association and the Carola Woerishoffer Department by which training in Industrial Supervision and Employment Management was inaugurated. The endowment of a chair of instruction by Mr. John D. Rockefeller, Jr., and the plan to secure endowment for scholarships and fellowships assures permanency for this division of the Department.

The programme in Industrial Relations and Personnel Administration is planned to give a wide opportunity for field experience as well as to give instruction in and to discuss problems concerning industrial relations. In the first year students study at the College during the academic year and in the summer following give two months' full time work to a manufacturing or mercantile establishment. During the eight months at the College the student combines with the seminary, including the field work and with the course in Personnel Administration, a seminary in Labor Organization and a

course in Statistics. A third seminary, elected by consent of the Director of the Department and the Instructor in charge of industrial courses, completes the necessary theoretical training. In a second year, the student may elect a Seminary in Labor Organization, and may make selection from the seminars and courses offered in the Carola Woerishoffer Department and allied departments, as suggested in the College Catalogue, and described in the following pages. Opportunity will be given for special research work in the field of the student's interest. During the college year one day a week is spent in actual work in a Philadelphia firm's office in order to give opportunity to observe theories in operation and to see that changes in industry must be worked out slowly, and that such changes as are made must be made not only with the assent of the management but with the cooperation of the workers.

In working out the plan of the field work, it has been found best to place every student first in a well organized industrial relations department in order that she may become familiar with the scope of the work and the office routine and forms. After this experience her training is specialized in fairly separate divisions, as employment management in the textile industry, in the boot and shoe industry, in the metal industry or commercial offices. A series of lectures by experts in various subjects included in industrial adjustments and personnel administration, accompanies the regular courses and the classroom discussion.

Arrangements have been made by the Department with many industries and organizations for training in this specialized field. The aim of the training has been not only for the students to work in the employment office, but to work under the direction of the Personnel Administrator in various operations in the plant, the students being frequently transferred according to the difficulty of the processes and the facility of the student. In working out this plan, the Department has had the cordial cooperation of many firms. The present scheme has been adopted with the advice of plant executives who have routed students through the processes of their shops and in consideration of suggestions and experience of former students.

Some of the firms and organizations which have heartily

cooperated in giving real experience to students either in the office or in the factory are enumerated in the following partial list:

(1) *Metal Industries:* The Acme Wire Company, New Haven, Conn.; The American Pulley Company, Philadelphia; J. G. Brill Company, Philadelphia; Edward G. Budd Manufacturing Company, Philadelphia; Henry Disston & Sons Company, Philadelphia; Eddystone Munitions Works, Eddystone, Pa.; General Electric Company, West Lynn, Mass., and Philadelphia; Link-Belt Company, Philadelphia; Midvale Steel and Ordnance Company, Philadelphia; The Miller Lock Company, Philadelphia; Fayette R. Plumb Company, Inc., Philadelphia; Scovill Manufacturing Company, Waterbury, Conn.; United States Cartridge Company, Lowell, Mass.; Winchester Repeating Arms Company, New Haven, Conn.

(2) *Textile Industries:* Aberfoyle Manufacturing Company, Chester, Pa.; Cheney Brothers Silk Mills, South Manchester, Conn.; Connecticut Mills, Danielson, Conn.; Lewis Manufacturing Company, East Walpole, Mass.; Notaseme Hosiery Company, Philadelphia; Slatersville Dyeing and Finishing Company, Slatersville, R. I.; Sutro Hosiery Company, Philadelphia.

(3) *Bureaus of Investigation and Government Commissions:* Massachusetts Industrial Commission, Boston, Mass.; Massachusetts Industrial Accident Board, Vocational Training Section, Boston, Mass.; Pennsylvania Industrial Commission, Harrisburg; The Scott Company, Philadelphia; United States Employment Service, Boston and Worcester, Mass., and Philadelphia; Women's Educational and Industrial Union, Boston; Women's Trade Union League, Boston and Philadelphia.

(4) *Paper:* The Dennison Manufacturing Company, Framingham, Mass.; A. M. Collins Manufacturing Company, Philadelphia.

(5) *Printing:* The Curtis Publishing Company, Philadelphia; Plimpton Press, Norwood, Mass.

(6) *Commercial:* John Wanamaker, Philadelphia; Strawbridge & Clothier, Philadelphia; William Filene's Sons Company, Boston; Bell Telephone Company, Philadelphia; R. H. Macy, New York; Lord and Taylor, New York.

(7) *Unspecified*: American International Shipping Corporation, Hog Island, Pa.; The Atlantic Refining Company, Philadelphia; The Barrett Company, Philadelphia; Bird Company, Philadelphia; Art-in-Buttons Company, Rochester, N. Y.; Joseph and Feiss Company, Cleveland, Ohio; Rosenberg Brothers, Rochester, N. Y.; Hood Rubber Company, Watertown, Mass.; W. H. McElwain Company, Manchester, N. H.; Norton Company, Worcester, Mass.; John B. Stetson Company, Philadelphia; Leeds and Northrup, Philadelphia.

This partial list includes only those firms which offer a considerable observation or training—usually of numbers of students. Many other firms have assisted and supervised students, and provided observation or short experience in some phase of employment which they had worked out in a specially technical or expert way, such as absentee visiting, safety campaigns, corporation schools, or plant instruction. In view of the manysidedness of the work and its fundamental emphasis on human relations any experience in education or industry, or any training in social service, research, or statistical analysis is an invaluable preparation. A good knowledge of economics and industrial conditions is essential.

IV. Social and Industrial Research.

Every phase of social work demands investigators trained to gather data, analyze them, make interpretation and present the findings with constructive conclusions and recommendations. Every social organization also is feeling increasingly the necessity of having on its staff experts capable of planning and maintaining systems of records and especially educated workers trained to analyze and interpret the material acquired by the organization, not only in order to outline reports of its accomplishment, but also in order to formulate social programmes which may result in social betterment through social legislation and social education.

Federal and state departments, as well as private foundations have properly assumed the responsibility of studying the social conditions of the country and from these departments and organizations comes the constant demand for expert statisticians, investigators, and research directors and assistants. Workers

for such departments and organizations must possess wide knowledge of social conditions, social organizations and processes for organized social betterment.

Industries are also demanding experts who may be able to determine through surveys the special needs of industrial groups or of definite plants in relation to labor supply and labor efficiency. Labor Unions are carrying on research work, calling on experts to investigate problems of production and to prepare briefs for legal cases. Communities are seeking workers trained to make surveys through which the resources and special needs of the community may be discovered, deleterious conditions removed, and the forces of the community organized for the attainment of higher community standards.

The types of workers demanded by social organizations, social agencies, federal and state departments, national social foundations, industries and communities fall into several groups:

1. Secretaries in charge of the keeping and filing of records.
2. Statisticians in charge of the analysis and interpretation of current records.
3. Special investigators.
4. Directors, assistant directors, and supervisors of regular investigations and surveys.
5. Visitors and enumerators for the collection of data.
6. Statistical clerks for the tabulation of data and graphic presentation of results.
7. Directors of exhibits.

Students wishing to prepare for such positions will find it necessary to pursue a two or three year course. Not only is it necessary to master the technique of schedule making, tabulation, interpretations, and exhibitions, but this technical training must be based on a broad knowledge of social, industrial, and economic questions. The following arrangement of studies is recommended to students: in the first year of the course special preparation in Statistics, the seminary in Social and Industrial Research, the seminary in Social Psychology and Social Philosophy, and a seminary in Social Theory; in the second year, the seminary in Advanced Statistics and a second seminary in Social and Industrial Research, in which will be completed a piece of research undertaken in the seminary

during the first year, and which may then become the material for the Doctor's thesis, and a third seminary in Labor Organization, Politics, Social Theory, or Psychology, selected from those suggested under programme VII. Elections for the third year will depend upon the choice by the student of the associated and independent minors leading to the Doctor's degree.

PROGRAMME I SOCIAL RELIEF AND FAMILY CARE¹

COLLEGE COURSES RECOMMENDED AS PREPARING DIRECTLY FOR POSITIONS IN THIS FIELD			
Elementary Subjects: Required courses and major group at Bryn Mawr College	Advanced Undergraduate Courses	Graduate Courses	Type of Positions open under listed agencies
Economics.	Current Social and Industrial Problems. (American Economic and Social Prob- lems.) Elements of Statistics. Record Keeping and Social Investigation. Social and Industrial Legislation. (Eco- nomic and Social Legislation.)	Seminary in Social Economy involving field work in Social Relief and Family Care. Social Treatment of Dependents. Seminaries: (1) Races and Peoples, (2) Family as a Social Institution. Seminary in Social Research: Aspects of Social and Industrial Problems.	Organized Agencies conducting work in this field
Politics.	Present Political Problems.		State Charity Organization. Municipal Charity Commis- sion. Charity Organization Societies. Relief Agencies. Red Cross. Emergency Work.
Psychology.	Social Psychology.	Seminary: Temperament and Character and their Instinctive and Emotional Foundation.	Family Case Workers. Directors. Visitors. Advisers. Secretaries: Executive. District. Recording. Special Committees.
Biology.	<i>Hygiene, Public and Individual.</i> Heredity and Eugenics. (Theoretical Bi- ology.)		Investigators. Boards of Managers of Charitable In- stitutions.
Philosophy.	Elementary Ethics.	Seminary: Social and Political Philosophy.	Visiting or Instructing Housekeepers.
History.			
English Composition. English Dictation.			

¹ Courses printed in italics are not as yet offered in Bryn Mawr College, but are suggested as desirable courses for preparation in Social Economy. Titles of courses in parentheses indicate titles used in Bryn Mawr College.

PROGRAMME II CHILD WELFARE¹

COLLEGE COURSES RECOMMENDED AS PREPARING DIRECTLY FOR POSITIONS IN THIS FIELD

Elementary Subjects: Required courses and major group at Bryn Mawr College	Advanced Undergraduate Courses	Graduate Courses	Type of Positions open under listed agencies	Organized Agencies conducting work in this field
Economics.	Current Social and Industrial Problems. (American Economic and Social Prob- lems.) Elements of Statistics. Record Keeping and Social Investigation. Sociology.	Seminary in Social Economy involving field work in the Public Care of Children. Social Treatment of Dependents. Seminary in Social Research: Aspects of Social and Industrial Problems. The Family as a Social Institution.	Administrators. Secretaries: Executive. Recording. Placement Agents.	State Children's Boards. Mother's Assistance Com- missions. State Commissions on Wid- ows' Pensions. Child Placement: State Bureaus. Local Bureaus. Federal Children's Bureau.
Politics.	Applied Psychology.	Legal Procedure Affecting Women and Children.	Investigators.	Public Schools.
Psychology.	Experimental Psychology. Principles of Education.	Seminary: Mental Tests. Psychology of Adolescence. Seminary in Social Education: Essentials of Educational Theory and Practice for Social Workers. Social Hygiene.	Protection Agents	Children's Homes.
Biology.	<i>Hygiene, Public and Individual.</i>			Societies for the Prevention of Cruelty to Children.
Philosophy.	Elementary Ethics.			American Institute of Child Life.
				Child Hygiene Associations
History.				Juvenile Protective Associa- tions.
English Composition. English Diction.				

¹ Courses printed in italics are not as yet offered in Bryn Mawr College, but are suggested as desirable courses for preparation in Social Economy. Titles of courses in parentheses indicate titles used in Bryn Mawr College.

PROGRAMME III SOCIAL GUARDIANSHIP AND CUSTODY¹

COLLEGE COURSES RECOMMENDED AS PREPARING DIRECTLY FOR POSITIONS IN THIS FIELD

COLLEGE COURSES RECOMMENDED AS PREPARING DIRECTLY FOR POSITIONS IN THIS FIELD				
Elementary Subjects: Required courses and major group at Bryn Mawr College	Advanced Undergraduate Courses	Graduate Courses	Type of Positions open under listed agencies	Organized Agencies conducting work in this field
Economics.	Current Social and Industrial Problems. (American Economic and Social Prob- lems) Elements of Statistics. Record Keeping and Social Investigation. Social and Industrial Legislation. (Eco- nomic and Social Legislation.) Sociology.	Seminary Practicum: Social Economy involving field work dealing with Delinquents and De- ficients. Social Treatment of Defectives and Delinquents. Seminaries: (1) Races and Peoples, (2) Family as a Social Institution.	Administrators. Superintendents. Assistants. Investigators: Placing out Repre- sentatives. Field Workers. Probation Officers.	Schools for Minors under State Control. Care of Minors: Probation Work. Juvenile Courts. Girls' Courts. Boys' Courts. Juvenile Protective Associa- tions. Girls' Reform Schools.
Politics.	Elements of Private Law.	Legal Procedure Affecting Women and Children. Criminal Law. Criminal Procedure. Seminary: Municipal Government and Problems.	Parole Officers. Advisers. Visitors. Police Matrons. Police Women.	Care of Adults: Misdemeanants Courts. Probation Work. Prison Administration. Prison Reform. Prisoners' Aid Society. Women's Prison Association Women's Reformatories.
Psychology.	Experimental Psychology.	Seminary: Mental Tests. Seminary: Abnormal Psychology. (Psycho- logical Seminary.) Social Hygiene.		Care of Women: Women's Courts. Domestic Relations Court. Care of Delinquents and Feeble-minded.
Biology.	Heredity and Eugenics. (Theoretical Bi- ology.)	Seminary: Genetics.		Travelers' Aid Society for Women and Girls. Legal Aid Societies.
Philosophy.				
History.	Elementary Ethics.			
English Composition. English Dictation.				

¹ Courses printed in italics are not as yet offered in Bryn Mawr College, but are suggested as desirable courses for preparation in Social Economy. Titles of courses in parentheses indicate titles used in Bryn Mawr College.

PROGRAMME IV MEDICAL AND PSYCHIATRIC SOCIAL SERVICE AND PUBLIC HEALTH¹

COLLEGE COURSES RECOMMENDED AS PREPARING DIRECTLY FOR POSITIONS IN THIS FIELD			
Elementary Subjects: Required courses and major group at Bryn Mawr College	Advanced Undergraduate Courses	Graduate Courses	Type of Positions open under listed agencies
Economics.	Current Social and Industrial Problems. (American Economic and Social Problems.) Elements of Statistics. Record Keeping and Social Investigation. Sociology.	Seminary in Social Economy including field work in Medical Social Service and Public Health. Social Treatment of Dependents. Seminary in Social Research: <i>Aspects of Social</i> and Industrial Problems.	Public Health Departments: City Bureau of Chemistry. City Bureau of Bacteriology. Market Inspection. Street Inspection. Hospitals' Social Service.
Politics.	Social Psychology.	Seminary: Municipal Government and Problems.	Industrial Hygiene in Factories.
Psychology.	Applied Psychology: Mental Test.	Seminary: Temperament and Character and their Instinctive and Emotional Foundations. Seminary: Intelligence Tests.	Housing Associations: National. Local.
Biology.	Chemistry. Biology. Physiology. <i>Hygiene, Personal and Public.</i> Hereditary and Eugenics. (Theoretical Biology). <i>Bacteriology.</i> <i>Anatomy.</i> Biochemistry.	Social Hygiene. <i>Education in Public Health.</i> Industrial Hygiene. <i>Dietetics.</i> <i>Sanitation.</i>	Sanitary Survey. Bureaus of Sanitation. Anti-Tuberculosis Work Milk and Baby Hygiene: Milk Inspection. Food Inspection. Social Hygiene Agencies.
Philosophy			Sex Hygiene Agencies. School Medical Inspection Departments.
History.			
English Composition. English Diction.			

¹ Courses printed in italics are not as yet offered in Bryn Mawr College, but are suggested as desirable courses for preparation in Social Economy. Titles of courses in parentheses indicate titles used in Bryn Mawr College. Besides courses here suggested either a medical training or a nurse's training is essential for many positions in Public Health Work.

PROGRAMME V COMMUNITY WORK ¹

COLLEGE COURSES RECOMMENDED AS PREPARING DIRECTLY FOR POSITIONS IN THIS FIELD

Elementary Subjects: Required courses and major group at Bryn Mawr College	Graduate Courses		Type of Positions open under listed agencies	Organized Agencies conducting work in this field
	Advanced Undergraduate Courses			
Economics.	Current Social and Industrial Problems. (American Economic and Social Prob- lems). Elements of Statistics. Record Keeping and Social Investigation. Sociology.	Seminary in Social Economy including field Practice in Community Work Seminary in Social Research: Community Surveys. Seminary in Social Theory: (1) Races and Peoples, (2) Family as a Social Institution.	Administrators. Directors. Head Workers. Leaders. Secretaries. Supervisors.	Public Schools. Civic and Social Centres. Community Centres. Community Service Associa- tions. Neighbourhood Houses (Settlements). Recreation Centres. Playgrounds. Fathers' and Mothers' Clubs. Parent-Teachers' Associations. Women's Clubs. Girls' and Boys' Clubs. Work with Immigrants. National Playgrounds Associa- tion. Young Women's Christian Association. Federation of Women Workers. Extension Lectures. Press Service Positiona. Social Exhibits: Child Welfare. Baby Saving. Housing.
Politics.	Present Political Problems.	Seminary: Municipal Government and Problems.	Teachers and Execu- tive Assistants:	
Psychology.	Social Psychology. Educational Psychology.	Seminary: Principles of Social Psychology and their Application to Commerce, Industry, and Government. Social Psychology. Seminary: Social Education.	Community Centres. Settlements. Civic Centers. Immigrant ships. Industrial Plants. Playgrounds. Publicity Workers. Welfare Workers.	
Philosophy.	Elementary Ethicæ.	Seminary: Social and Political Philosophy.		
Biology.	<i>Hygiene, Personal and Public.</i>	Physical Recreation.		
History.	<i>Literature.</i> Technique of the Drama.			
English Composition. English Diction.				

¹ Courses printed in italics are not as yet offered in Bryn Mawr College, but are suggested as desirable courses for preparation in Social Economy. Titles of courses in parentheses indicate titles used in Bryn Mawr College.

PROGRAMME VI INDUSTRIAL RELATIONS AND PERSONNEL ADMINISTRATION

COLLEGE COURSES RECOMMENDED AS PREPARING DIRECTLY FOR POSITIONS IN THIS FIELD

Elementary Subjects: Required courses and major group at Bryn Mawr College	Graduate Courses		Type of Positions open under listed agencies	Organized Agencies conducting work in this field
	Advanced Undergraduate Courses			
Feminine. Politics. History. Psychology.	History of Economic Thought. Current Social and Industrial Problems. (American Social and Economic Problems.) Elements of Statistics. Record Keeping and Social Investigation. Sociology	Seminary in Social Economy involving field work in Industrial Supervision and Personnel Administration. Seminary: Social and Industrial Research. Seminary: Advanced Statistics. Seminaries: (1) Industrial Organization, (2) Labor Organization. Principles and Technique of Industrial Super- vision and Personnel Administration.	Factory Inspectors, Employment Mana- gers, Investigators, Trade Union Organi- zers, Executive Secretaries, Interviewers, Placement Secretaries, Service and Educa- tional Directors, Vocational Counselors, Industrial Instructors.	Industrial Commissions and State Boards of Labor and Industry. Industrial Plants and Business Firms. Health Insurance Company. Women's Trade Union League. Federal Employment Service. Placement Bureaus. Professional Bureaus. Training Departments in Cor- poration and Trade Schools
	Economic and Industrial History.	Seminaries: (1) Municipal Government, (2) Constitutional Questions involved in present social and economic questions.		
	Social Psychology. Experimental Psychology.	Seminary: Applied Psychology: Mental Tests.		
	Vocational Psychology. (Applied Psychol- ogy).			
	Elementary Ethics. <i>Hygiene, Personal and Public.</i>	Seminary: Social Philosophy. Industrial Hygiene. Maternity's		

PROGRAMME VII SOCIAL AND INDUSTRIAL RESEARCH¹

COLLEGE COURSES RECOMMENDED AS PREPARING DIRECTLY FOR POSITIONS IN THIS FIELD

Elementary Subjects: Required courses and major group at Bryn Mawr College	Graduate Courses		Type of Positions open under listed agencies	Organized Agencies conducting work in this field
	Advanced Undergraduate Courses			
Economics.	History of Economic Thought. Elements of Statistics. Record Keeping and Social Investigation. Social and Industrial Legislation (Economic and Social Legislation.) Sociology.	Seminary: Social and Industrial Research and Interpretation of Social and Industrial Data. Advanced Statistics. Seminaries: (1) Races and Peoples, (2) Family as a Social Institution. Seminaries in Economics: (1) Distribution; (2) Value. Seminaries: (1) Labor Organization, (2) Indus- trial Organization.	Organizer of Material for Proposed Legis- lation. Enumerators. Investigators. Statisticians. Supervisors of Research. Directors of Re- search. Reporters. Writers. Publicity Workers. Propagandist Work- ers.	Legislative Reference Libraries of Various States. Federal Department of Labor: Bureau of Statistics. Children's Bureau. Women's Bureau. State Boards of Labor and Industry. Departments and Bureaus of Investigation: Federal. State. Municipal. Industries. Consumers' League. American Labor Legislation Association. Child Labor Committees. Newspapers. Magazines. Bureaus: Municipal Research. Social Research. Institute for Government Research. Surveys: City. Community. Rural. Trade Union.
Politics.	Present Political Problems.	Seminary: Constitutional questions involved in present Economic and Social Problems.		
History.	History of Modern Europe. History of England.	Seminary: Temperament and Character and their Instinctive and Emotional Foundation.		
Psychology.	Social Psychology.			
Philosophy.	Elementary Ethics. <i>Exposition.</i>	Seminary: Social Philosophy.		
Biology.	English Composition. English Dictation.	Technical and Advanced Criticism. Mathematics.		

¹ Courses printed in italics are not as yet offered in Bryn Mawr College, but are suggested as desirable courses for preparation in Social Economy. Titles of courses in parentheses indicate titles used in Bryn Mawr College.

Courses Offered in Bryn Mawr College.

The instruction in this department is under the direction of Dr. Susan Myra Kingsbury,* Carola Woerishoffer Professor of Social Economy and Director of the Carola Woerishoffer Graduate Department of Social Economy and Social Research; Dr. Neva Deardorff, non-resident lecturer (and Associate Professor-elect) in Social Economy; Miss Henrietta Additon, non-resident lecturer in Social Economy; Mrs. Eva Whiting White, non-resident lecturer in Social Economy; Miss Gladys Boone, Instructor in Social Economy; Dr. Alice Hamilton, Special Lecturer in Industrial Poisons; Dr. Valeria Parker, Special Lecturer on Social Hygiene and Miss Gwendolyn Hughes, Research Secretary of the Department of Social Economy and Social Research; with the co-operation of the following members of the closely allied departments of Economics and Politics, Psychology, Education, and Philosophy: Dr. Marion Parris Smith, Professor of Economics; Dr. Charles Ghequiere Fenwick, Professor of Political Science; Miss Marjorie Lorne Franklin, Instructor in Economics and Politics; Dr. Theodore de Leo de Laguna,† Professor of Philosophy; Dr. James H. Leuba,‡ Professor of Psychology; Dr. Clarence Errol Ferree, Professor of Experimental Psychology; Dr. Gertrude Rand, Associate in Experimental and Applied Psychology; Dr. Matilde Castro, Professor of Education; Dr. Ada Hart Arlitt, Associate in Educational Psychology; Miss Georgiana Goddard King, Professor of the History of Art; Dr. Howard James Savage, Associate Professor of Rhetoric and Director of the Work in English Composition; Dr. David Hilt Tennent, Professor of Biology; and Mr. Samuel Arthur King, Non-Resident Lecturer in English Diction. The seminars and courses given by these instructors and enumerated below are specially adapted for students of Social Economy and Social Research.

* Granted leave of absence for the year 1921-22. Courses offered by Professor Kingsbury will be given by Dr. Neva Deardorff and a substitute whose appointment will be announced later.

† Granted leave of absence for the year 1921-22. Courses offered by Professor de Laguna will be given by a substitute whose appointment will be announced later.

‡ Granted leave of absence for the year 1921-22. Courses offered by Professor Leuba will be given by a substitute whose appointment will be announced later.

Six seminars, three including practicums, and five graduate courses, are given each year in the Carola Woerishoffer Graduate Department in addition to seminars and courses in economics, politics, education, philosophy, psychology, literature, and art. Direction of investigation and research in special fields, and supervision of the practicum in social and industrial welfare accompanies the seminars and courses. The seminars and courses announced by the department are given in rotation so that different courses may be taken in consecutive years. The selection of courses depends upon the field of Social Economy which the student may choose. A seminar in Social Economy or a seminar in Social Theory, and, unless previously taken undergraduate courses in Elements of Statistics and in Articulation and Voice Production are required of all students of the department.

GRADUATE COURSES.

The following graduate seminars and courses may be elected subject to the approval of the Director of the Department by students working for the first and second year certificates as well as by candidates for the degree of Master of Arts or of Doctor of Philosophy in Social Economy and Social Research, or may be offered as the associated or independent minor with the approval of the Director of the Department when the major is taken in certain other departments according to the regulations of the Academic Council.

Dr. Kingsbury offers in 1920-21 and again in 1922-23, and Dr. Deardorff offers in 1921-22 the following graduate seminary:
Seminary in Social and Industrial Research.

Three hours a week throughout the year.

Research in Social Economy involves two distinct types of studies. First, that which uses manuscripts or printed documents as sources of information and second, that which secures data concerning human relations and social conditions from individuals, groups, organizations, or institutions. Both phases of social research necessitate an ability to discover cause and effect, to see the relations and interpret the interaction of social forces, to recognize and evaluate the factors conditioning or controlling social situations, and to establish facts concerning social phenomena.

Consequently, training in the acquisition, arrangement, analysis, and interpretation of data is essential for students undertaking either phase of social research. As other seminars in the Department and allied departments deal primarily with the first type of studies, this seminary is devoted exclusively to the second type. A subject is selected and arrangements made which will require students to secure social data by work in the field. The material is then organized, analyzed, and interpreted by the members of the seminary. In this way, training is given in filling out schedules, classifying data, drawing up tables, analyzing results, and interpreting material as a whole. The group of students may cooperate to produce a study which it is hoped will prove a contribution to our knowledge of social or industrial conditions.

In 1920-21, the seminary concluded a survey of the community of Bryn Mawr and initiated an investigation of industrial conditions affecting women.

In 1921-22,* the seminary will be selected from the following aspects of Social and Industrial Problems: (1) social relations, (2) vocational opportunities and demands, (3) standards of living, including income and wages, (4) the relation of health and industry, (5) industrial relations of women and minors.

As the chief subjects of investigation will vary from year to year, as noted above it will be possible for students to follow the work of the seminary for two consecutive years.

Dr. Deardorff offers in 1920-21 and again in 1922-23 the following graduate seminary:

Seminary in Races and Peoples.

Two hours a week throughout the year.

A study is made of the definitions of race, of theories regarding the origin and evolution of races, and of the sociological characterization of peoples. This is followed by studies in special problems of immigration and assimilation in the United States.

Dr. Deardorff offers in 1921-22 and again in 1923-24 the following graduate seminary:

Seminary in the Family as a Social Institution.

Two hours a week throughout the year.

A study is made of theories regarding the origin and evolution of the family as a social institution; such as the patriarchal theory, the theory of the horde and mother-right, and the theory of the monogamous or pairing family. In connection with these theories are considered the questions of original communism, polygamy, polyandry, monogamy, exogamy, endogamy, wife-capture, wife-purchase, marriage contracts, and divorce, and finally modern theories as to the future of the family and its relation to the other social institutions.

Miss Boone offers in each year the following graduate seminaries:

Seminary in Labor Organization.

Two hours a week throughout the year.

A knowledge of the general concepts of labor economy and of the outline of Labor Organization history is assumed. The seminary begins with a survey of the history of Labor Organization in the United States showing the parallelism between the growth of Labor Organizations and of Industrial Organization and Employers' Associations and also showing the influence of European labor movements and successive waves of immigration. It then discusses present union groups in America, types and principles of organization and union policies and practices. These are linked up with the theories of the Labor Movement and it is shown that both theory and practice are conditioned by the law relating to labor.

The development of a better understanding between employer and employee is traced through the early phases of collective bargaining to modern schemes such as the National Industrial Councils in Great Britain, the national agreements in the clothing and printing trades in the United States and experiments in cooperative production.

Seminary in Research in Labor Problems.

Two hours a week throughout the year.

This course must be preceded by the seminary in Labor Organization or its equivalent. The general field of research is that covered by the Seminary in Labor Organization and some phases of the course in Industrial Supervision and Personnel Administration. The special subjects treated are determined by the urgency of current problems or the particular interests of the students. Material collected by the students is discussed in conference and presented in reports.

* See footnote, page 32.

Dr. Castro offers in each year the following graduate seminary:

Seminary in Social Education.

Two hours a week during the second semester.

The Essentials of Educational Theory and Practice for Community Workers are studied in this seminary. The subjects dealt with serve as an introduction to the educational principles involved in the intelligent direction of such activities as community centres, settlement classes, clubs, etc. Among the subjects studied will be the characteristic mental and physical development of childhood, adolescence, youth, and maturity. This study will be used as a basis for the selection of the educational materials and methods appropriate to the needs and capacities of different groups of varying ages and differing educational opportunities.

The following graduate seminary will be offered in each year by an instructor whose appointment will be announced later:

Seminary in Industrial Organization.

Two hours a week throughout the year.

This seminary undertakes a study of business organization as an element in industrial society. The aspects of the industrial combination in its effects upon efficiency and wages are especially emphasized. The purpose is also to present the standard practice in industrial organizations and management. It gives a conception of the entire plant structure in order to suggest possibilities of cooperation between departments, and to insure an understanding of their difficulties. It will concern itself with the location and equipment of a plant and its administration, including functions of the officials and departments and their inter-relations in all stages from purchasing and employing to marketing.

Dr. Leuba* offers in each year the following graduate seminary:

Psychological Seminary.

Two hours a week throughout the year.

As the foundation of the work of the seminary one or two of the following subjects will be chosen each year: instinct, feeling, and emotion; the psychology of religion and of ethics; social psychology; abnormal psychology (mental disorders, the Freudian psychology, arrested mental development, and its social and educational implications, etc.); animal behaviour.

Dr. Leuba offers in each year the following graduate seminary:

Seminary in Social Psychology.

Two hours a week during the first semester.

In 1920-21 and again in 1922-23, the principles of social psychology and their applications to social problems are the subject of the seminary.

In 1921-22 and again in 1923-24, Temperament and Character, their instinctive and emotional foundation, will be the subject of the seminary.

This seminary is open to students who have pursued an elementary course in psychology. It may be elected separately or may be combined with the seminary in Social and Political Philosophy given in the second semester to count as a seminary in the Department of Social Economy and Social Research.

Dr. Theodore de Laguna* offers in each year the following graduate seminary:

Seminary in Social and Political Philosophy.

Two hours a week during the second semester.

The topics chosen for discussion will vary from year to year. Among them will be such subjects as: the general nature of law; sovereignty and allegiance; the conception of personal liberty; property; punishment; marriage and the family; moral education. This

* See footnote, page 32.

seminary is open to students who have pursued an elementary course in philosophy. It may be elected separately or may be combined with the seminary in Social Psychology given in the first semester to count as a seminary in the Department of Social Economy and Social Research.

Dr. Kingsbury* and Mrs. White offer in each year the following graduate seminary:

Seminary in Social Economy Applied to Community Organization and Administration.

Two hours a week throughout the year.

This seminary includes the Practicum in Community Organization and Administration. It combines practical work in social and community education with reports and discussions. It must be accompanied by the course in Community Organization and must be preceded or accompanied by the seminary in Social Education—Essentials of Educational Theory and Practice for Social Workers—or its equivalent. In addition to reports and conferences, seven or twelve hours a week, according to election, are devoted to active work in a social center or settlement by which the student gains vital illustration of the principles and organization of community work.

The practice work is so arranged as to give to the student training in the following activities:

(1) Direction and teaching of clubs and classes as observers, visitors, helpers and assistants.

(2) Regular daily management as assistants and later as directors.

(3) General administrative assistance in office work, including record-keeping, in library work, in activities to secure publicity, in preparation of newspaper articles, reports, posters, exhibits, parades, dramatics, plays, festivals, demonstrations, concerts, and lectures, in public speaking and writing, and in conducting financial campaigns and special studies.

(4) Teaching in night schools of classes in civics and elementary subjects, and conducting games, dramatics, gymnastics, playgrounds and kindergarten activities.

(5) Co-operation with civic movements, community campaigns and emergency activities, school programs and publicity.

Training in the theory and supervision of practice in Physical Education may accompany this seminary.

Two or three months of non-resident practice in social centers and settlements, playgrounds or fresh-air camps may be arranged for the summer following the resident work at Bryn Mawr.

The fields from which the subject for the practicum may be chosen are community, civic and social centers, settlements, playgrounds, and health and recreation centers, and have included the Bryn Mawr Community Center, The Philadelphia College Settlement and work in smaller neighboring communities.

Dr. Deardorff and Miss Additon offer in each year the following graduate seminary:

Seminary in Social Economy Applied to Social Relief and Social Guardianship.

Two hours a week throughout the year.

This seminary includes the Practicum in Social Relief and Social Guardianship. It must be accompanied by the course in Social Treatment of Dependents, Delinquents, and Defectives. Field work is carried on 7 to 12 hours per week according to election with such agencies as the following: The Philadelphia Society for Organizing Charities; The Home Service Department of the Red Cross; The Children's Bureau, an agency which investigates all complaints concerning children; The Children's Aid Society, a child-placing agency; The White-Williams Foundation; Hospital Social Service Departments and the various departments of the Municipal Court, such as the Probation, Statistical, Employment Agency and Psychological Departments.

* See footnote, page 32.

The field work with these agencies is under the supervision of Dr. Deardorff and Miss Additon and of the director of the particular agency or department. In addition to the regular practice work, students are taken on observation trips to courts, almshouses, orphanages, asylums, institutions for the feeble-minded, the blind, the crippled, hospitals, etc.

Miss Boone offers in each year the following graduate seminary:

Seminary in Social Economy Applied to Industrial Supervision and Personnel Administration.

Two hours a week throughout the year.

This seminary includes a practicum in Industrial Supervision and Personnel Administration, and consists of 7 or 12 hours field work per week in industrial experience in or near Philadelphia and two months of non-resident industrial experience. During the period of residence at Bryn Mawr, the field work is devoted to assisting in an employment office, while group observation trips are regularly arranged. In the non-resident period the student, in addition to experience in the employment office, by being transferred from process to process, is enabled by plant supervision to see not only the conditions of work but the adjustment of employment problems to the other factors of industry. Experience may also be afforded in the state employment service and in factory inspection. In connection with this seminary each student must take the course in Industrial Supervision and Personnel Administration, and must precede or accompany it by the Seminary in Labor Organization or the equivalent.

Dr. Deardorff and Miss Additon offer in each year the following graduate courses:

Social Treatment of Dependents, Delinquents and Defectives.

Two hours a week throughout the year.

This course aims toward the preparation of the student to handle the individual case problems arising out of dependency, defect and delinquency. This involves a study of the methods of investigation of the individual case, the objectives and methods of treatment, the agencies, both public and private, for giving expert services, special forms of care and assistance and legal custody. Studies are made of the adaptation of fundamental principles of investigation and treatment to particular forms of social maladjustment and physical and mental defect. The student is acquainted with the theories of social responsibility with reference to these classes, of preventive measures already in effect, and of opportunities to extend preventive measures.

The following courses are open to graduate students by special arrangement:

Criminal Law.

Two hours a week throughout the year.

By special arrangement with the Law School of the University of Pennsylvania students in this department may pursue the course in Criminal Law offered by Dean Mikell at the Law School, Thirty-fourth and Spruce Streets, Philadelphia.

This course may accompany the course in Social Treatment of Delinquents and Defectives (Criminology).

Criminal Procedure.

Two hours a week throughout the year.

By special arrangement with the Law School of the University of Pennsylvania students in this department may pursue the course in Criminal Procedure offered by Dean Mikell at the Law School, Thirty-fourth and Spruce Streets, Philadelphia.

This course must be preceded by the course in Criminal Law.

Miss Boone offers in each year the following graduate courses:

Industrial Supervision and Personnel Administration.

Two hours a week throughout the year.

The course deals with the problems and technique of Personnel Administration. It considers the organization and functions of a personnel department and the relation of that department to the industrial or commercial organization. The practical problems of building up and maintaining a stable working force are discussed and in this connection emphasis is laid on the analysis of labor turnover and on the training and supervision of employees. The course also presents the possibilities of cooperation between the personnel department and public employment services, the schools and recreational and educational agencies supported by the community at large.

Any outline of this course must be somewhat tentative as the experience drawn upon in its presentation is constantly changing and increasing and much of the material is obtained from current publications. The following survey suggests the scope of the course:

- I. Personnel Administration: function; scope; fundamental problems.
- II. Employment Management: selection of employees;—sources of labor supply; job analysis and specifications; applications and interviews; physical examinations; tests.
- III. Training and Instruction: for foreman; for minor executive; for new employees; for promotion.
- IV. Maintenance of Working Force:
 - (a) Conditions of Employment: wages; hours of labor; health and safety; scientific management.
 - (b) Relation of Management to Workers: follow-up; promotions and transfers; absenteeism and tardiness; discipline and complaints; service work; employee representation.
- V. Organization of a Personnel Department: plan of organization; survey of plant; office equipment; records and files.
- VI. Relation to Other Executives: production manager; foremen; industrial engineer; safety engineer; sanitary expert; fatigue expert; sales manager.
- VII. Relations with Community: schools; industrial education; organizations; government boards; movements for improved industrial housing and proper transportation for personal and social development and recreation and for social care and aid; industrial commissions.

The course must be preceded or accompanied by the seminary in Labor Organization or Industrial Organization or the equivalent, and by the seminary in Social Economy, including the Practicum in Industrial Supervision and Personnel Administration.

Advanced Statistics.

Two hours a week throughout the year.

This course attempts to study intensively the subjects of correlation and causation, or the functional relationships between series of facts. The main considerations of the course are the method of least squares, the theory of linear correlation, skew distribution, partial correlation, and the theory of contingency.

The course must be preceded by the course in Elements of Statistics or its equivalent, and a foundation in mathematics including the Calculus is desirable to facilitate ease in comprehension.

If accompanied by the Special Research in Statistics the course becomes equivalent to a seminary.

Special Research in Statistics.

Seven hours of laboratory work a week throughout the year.

This course including laboratory analysis and reports is offered in each year in connection with the course in Advanced Statistics and the two courses taken together are equivalent to a seminary.

Mrs. White offers in each year the following graduate course:

Community Organization.

Two hours a week throughout the year.

The theory upon which community work is based and the technique used in its conduct are presented in this course to accompany the field practice which is carried on under the Seminary in Social Economy Applied to Community Organization. Experience of the student in the field is constantly used to exemplify the principles formulated.

In the first semester the following subjects are covered:

(1) A study of the development of the community, of its physical aspects and its political and social organization.

(1) A study of the history of the development of the community, of its physical aspects and its political and social organization.

(2) Analysis of Primary and Universal Groups including the relation of the individual to these groups.

(3) Survey of the Field of Social Work. The place of Community Organization in the progress of society.

(4) Major industrial, social, and political problems and the application of the findings of sociology, economics, psychology, political science to the solving of those problems.

(5) Principles of Case Work to be used in Community Organization.

In the second semester the work includes:

(1) First steps in organizing a community including methods of approach to strategic groups and to strategic individuals. Formation of a representative governing body. The community survey. Method of deciding on a program of action.

(2) Questions of management. Committee organization. Staff organization. Budget making and accounting. Records. Office systems. Selection, training, and supervision of volunteers. The community building; its equipment and operation.

(3) Community finance and Publicity. The Community Chest. The growth of local federations of social and civic agencies.

(4) Group Organization. The club, class or society. Age groupings. Special interest groups. Methods of gauging the personal and social needs of the individual through group action. Educational, civic, social, recreational programs for groups.

(5) Units of Community Organization: city or town, neighborhood, block.

(6) Community Cooperation with city or town governments, with public health agencies, with schools, with social and philanthropic agencies, with civic bodies and with churches.

(7) Public and private forms of Community Organization. Use of schoolbuildings and of libraries as community centers. The development of public recreationsystems-playgrounds and parks. Extension work of national departments. The program of the Red Cross, of Community Service, and the Social Settlement. The local improvement society and the Community Council.

The course also takes up the question of legislative procedure, town planning, housing, the cooperative movement, and citizenship programs.

Miss King offers in each year the following graduate course:

Community Art.

Two hours a week throughout the year.

A special course will be given in Community Art, to show the methods of developing group expression in music, dramatics, pageantry, dancing, literary expression, architecture, graphic and plastic arts. This course prepares the student of artistic ability to use her best gifts in bringing out the artistic expression of the community. The purposes of educational dramatics, pageant and festivals forms, qualifications of directors, principles of casting, costuming and stage direction are included in the division on community dramatics. In a similar way the movement for community music, civic architecture, writing, painting or sculpture which are spontaneous expressions of the people are included in other divisions of the course.

Dr. Savage offers in each year the following graduate course:

Technical and Advanced Criticism.

Two hours a week during the first semester.

In this course attention will be given to bibliography, the tabulating of critical data, the planning and writing of papers, reports, and dissertations, critical usage, and other matters. Materials collected for other courses in research are available for use in this work.

Mr. King offers in each year the following course in English Diction for graduate students:

General Course in Articulation and Voice Production.

One half hour a week throughout the year.

The object of this course is to train speakers in accurate and distinct articulation and to eliminate the faults of bad production. Speech is resolved into its phonetic elements which are made the basis of practical exercises so arranged as to be progressive in their difficulties.

Dr. Parker offers in each year the following course, open to students working in the department:

Social Hygiene.

One hour a week during the first semester.

Dr. Kingsbury, Dr. Deardorff and Miss Boone conduct in each year the Social Economy Journal Club.

Social Economy Journal Club.

Two hours once a fortnight throughout the year.

Current books and articles are reviewed, recent reports, surveys and investigations are criticized, and the results of important research are presented for discussion.

Dr. Marion Parris Smith offers in each year the following graduate seminary:

Economic Seminary.

Two hours a week throughout the year.

In 1920-21 the Theories and Problems of Distribution and the agencies in modern social life that effect the distribution of wealth will be studied. Special attention will be paid to wage problems, profit sharing, various plans for controlling large scale production, land reforms, and income and excess profits taxation.

In 1921-22 the Industrial Revolution and the Mechanical Revolution in Great Britain and in America in the eighteenth and early nineteenth centuries will be studied.

In 1922-23 the tariff, currency and banking in the United States from 1790 to 1865 will be the subjects of the seminary.

Dr. Fenwick offers in each year the following graduate seminary:

Political Seminary.

Three hours a week throughout the year.

In 1920-21 Constitutional Law of the United States is the subject of the seminary. The decisions of the Supreme Court of the United States will form the basis of the work. Special stress is laid upon the relations between the federal and state governments, interstate commerce, and due process of law under the Fourteenth Amendment. Students are required to present brief reports upon assigned cases in the first semester and to prepare a longer report upon a group of cases in the second semester.

In 1921-22 Constitutional questions involved in modern economic and social problems are the subject of the seminary. The chief economic and social problems of the United States are studied from the point of view of the restrictions placed by the Constitution on the legislative powers of Congress and of the several states in dealing with those subjects. As an introduction the various theories relating to the proper functions of the State are discussed.

In 1922-23 Comparative Constitutional Government will be the subject of the seminary. The object will be to compare and contrast the several forms of constitutional government represented by the United States, Great Britain, France and Germany, together with a study of the new constitutional governments of Russia, Czecho-Slovakia, and China, if proper material be available. Among the questions raised will be the location of sovereign power, the authority of the constitution, the restrictions placed by the constitution upon the governing bodies, and the protection afforded by the constitution to the rights of individuals and minorities.

Miss Franklin conducts in each year the following seminary:

Seminary in Municipal Government.

Three hours a week throughout the year.

This seminary deals with the structure and functions of modern municipal government. The legal relation of the city to the state, city charters, various types of city government,

including the commission and city manager forms, are considered in the early part of the course. A study of modern municipal administration follows including municipal finance and budgetary problems, city planning, housing, public health and sanitation, franchises and public utilities. The discussion of modern agencies for research in city government is supplemented by practical field work at the Philadelphia Bureau of Municipal Research.

Dr. Castro offers in each year the following graduate seminars:

Seminary in Educational Methods and Measurements.

Two hours a week throughout the year.

The seminary takes up the principles of educational methods and teaching technique. The latter part of the work deals with the theory and practice of educational measurements. The special subjects considered vary from year to year.

Dr. Arlitt offers in each year the following graduate seminary:

Seminary in Intelligence Tests.

Two hours a week throughout the year.

Laboratory Work in Intelligence Tests.

Four hours a week throughout the year.

The work of the seminary is devoted to a critical survey of the field of mental tests. The laboratory work includes training in the use of tests followed by the practical application of them in schools.

Dr. Rand offers in each year the following graduate seminary:

Seminary in Applied Psychology.

Two hours a week throughout the year.

Laboratory Work.

Four hours a week throughout the year.

This course combines seminary, laboratory drill and research features, and covers the psychological aspects of mental testing with special application to problems of vocational guidance and to the testing of normal adults, adult and juvenile delinquents and defectives.

In the seminary work, the requirements of mental tests, their standardization and statistical treatment are considered. The laboratory drill work consists of training in the application of general intelligence and diagnostic tests to normal children and adults. This furnishes a standard of the normal reaction to the tests as well as practice in giving the tests. Later the work will be with delinquents and defectives. The research work will be done in connection with Vocational Guidance Bureaus. Two problems will be considered here: (a) the devising and standardizing of specific tests for diagnosing ability for different vocations; and (b) the determination of the average level of intelligence needed to meet the demands of different vocations. The course is open only to graduate students who have had training in experimental psychology.

Special Laboratory Problems in Applied Psychology.

Four hours a week throughout the year.

This course is offered in connection with the course in Applied Psychology to students who wish to pursue more advanced work.

The following advanced undergraduate courses are offered to students in the department:

Dr. Kingsbury offers in each year the following courses, open to graduate students:

Applied Sociology.

Two hours a week throughout the year.

The first semester's work includes a brief survey of populations, especially of the United States, and a study of the racial, national, economic and social factors which determine

standards of living. The course then considers the forces which contribute to the formation of society, the processes through which society has evolved and the final product in social institutions. This discussion having provided a concept of the nature of society affords a point of departure from which to consider social conditions and organized efforts for social betterment. In the second semester the course includes a survey of the origin, growth, and present methods of the most important social service organizations in order to acquaint the student with the fields of activity in which social work is being carried on: (1) social education, through settlements, civic centers or other neighborhood organizations; (2) improvement of industrial conditions, through associations for labor legislation, labor organizations, or consumers' efforts; (3) child welfare, through societies for care and protection of children; (4) family care, through organizations for the reduction and prevention of poverty; (5) social guardianship, through the probation work in the juvenile courts or corrective institutions.

This course is open to students who have attended the course in Minor Economics.

Record Keeping and Social Investigation.

One hour a week throughout the year.

The object of the course is to acquaint the student with the principles and methods of record keeping and filing which are applicable to municipal, state, and federal offices, to business organizations, and to social organizations and investigation, and with the methods of securing, analyzing, interpreting and presenting social data. The best systems in use will be analyzed and studied. Formulation of the various types of schedules, tabulation of information secured, and the framing of tables are among the subjects considered. The course concludes with a critical study of the methods used in social economic investigations, of sources of social statistical information, and of reports by federal and state departments and by private organizations.

Miss Boone offers in each year the following free elective course, open to graduate students:

Elements of Statistics.

One hour a week throughout the year.

This course deals with the elementary principles of statistics and their application. Among the topics are the array, frequency distributions, averages, measures of variation, probability and theory of errors, theory of sampling, index numbers, logarithmic curves, graphic methods, comparisons, and the elements of linear correlation.

The course is recommended to students of social economy and of economics. No knowledge of mathematics beyond the requirements for matriculation is presupposed.

Dr. Marion Parris Smith offers in 1920-21 and again in 1922-23 the following post-major course, open to graduate students:

American Economic and Social Problems.

Two hours a week throughout the year.

The object of this course is to trace certain social movements in the United States from 1865 to the present time. Special studies are made of the changes in rural and urban population; immigration, the race problem; the development of city life; the problems of country life; problems of food distribution and marketing, cost of living, etc. Special topics are assigned to students for reports and attention is given to the use of original source material.

Dr. Marion Parris Smith offers in each year the following major course, open to graduate students:

History of Economic Thought and Recent Economic Problems.

Five hours a week during the second semester.

The course is divided into two parts: Part I aims to give students an historical introduction as a basis for a critical study of modern economic problems. The students read in

connection with this section parts of Adam Smith's *Wealth of Nation*; Ricardo's *Principles of Political Economy and Taxation*; Malthus's *Principles of Population*; and selections from the writings of John Stuart Mill, Jevons, Wicksteed, Boehm-Bawerk, and Pantaleoni.

In part II certain modern economic problems are considered in some detail: distribution under socialism, co-operation, profit sharing, the minimum wage, the eight-hour day, tax reforms, price fixing, etc. Numerous short papers in connection with the reading, and one long report on some specially assigned subject are required.

Dr. Fenwick offers in each year the following major course, open to graduate students:

Present Political Problems.

Five hours a week during the first semester.

The object of this course is to present the chief political problems that have arisen in recent years. The study of practical problems is preceded by a study of theories relating to the origin and nature of the state, its end or object, and the proper sphere of state activities, under which last heading the various theories of individualism, liberalism, and socialism will be studied. Modern reforms in federal, state, and city government are next studied, and particular stress is laid upon the extension of federal power in the United States and the relation between the Fourteenth Amendment and modern social and economic legislation adopted in the exercise of the police powers of the several states.

Dr. Fenwick offers in each year the following free elective course, open to graduate students:

Elements of Law.

One hour a week throughout the year.

The object of the course is to familiarize the student with the principles and technical terms of those branches of private law with which the ordinary citizen is brought into contact. The subjects covered include Persons and Domestic Relations, Contracts, Torts, Real and Personal Property, and the chief forms of Procedure. The lectures are supplemented by a study and discussion of judicial decisions bearing on the subject.

Dr. Rand offers in each year the following major course, open to graduate students:

Applied Psychology.

Five hours a week during the second semester.

The specific applications of psychology form the subject matter of this course. An important feature is the application to the work of the clinic. Demonstrations are made of mental equipment and individual practice is given in mental testing. The applications of psychology to law, medicine, vocational guidance, advertising, etc., are briefly considered. Four hours a week of laboratory work is required from students taking the course. A knowledge of psychology equivalent to that obtained in the minor experimental course is presupposed.

Dr. Ferree and Dr. Rand offer in each year the following minor course:

Experimental Psychology.

Five hours a week during the first semester.

Laboratory Work.

Four hours a week during the first semester.

(Open only to those students who have taken the required course in psychology or its equivalent.)

The lectures constitute an abbreviated course in systematic psychology in which the historical, critical, and theoretical features of the subjects covered are discussed and the experimental features demonstrated. Especial stress is laid on the comparative study of method. The laboratory work consists of individual practice in selected topics.

Dr. T. de Laguna* offers in each year the following minor course, open to graduate students:

Elementary Ethics.

Five hours a week during the second semester.

The course begins with a survey of the development of typical moral standards in the course of human progress from primitive to modern conditions. This is followed by a critical study of the theory of moral values, with especial reference to the phenomena of moral evolution. The concluding weeks are devoted to an introduction to the more general problems of Social Philosophy in their bearing upon the ideals of English and American liberalism.

Dr. Leuba* offers in each year the following major course, open to graduate students:

Social Psychology: The Psychology of Group Life and the Origin and the Nature of Magic, Religion, Ethics, Science and Art.

Five hours a week during the first semester.

Psychology has so far been concerned almost exclusively with individuals, human or animal, normal or abnormal. But a community, a crowd, a clique, an industrial trust, do not behave as the individuals composing them would behave if they acted independently. For this reason the study of the laws of social interrelation and of social action has become a separate branch of psychology. The social institutions magic, religion, ethics, science, art, industry, and commerce are the most important forms which social life has assumed in the course of human development.

Dr. Castro gives in each year the following undergraduate course, open to graduate students:

Education.

Two hours a week throughout the year.

The course interprets modern educational problems from the standpoint of their social setting; develops the psychological principles underlying the technique of teaching and demonstrates their application; sketches the mental, moral, and physical development of children from infancy through adolescence, and discusses the treatment of children individually and in groups in school and extra-school activities.

It is conducted as a general survey course covering the subject-matter indicated, or various topics are stressed and studied more intensively according as the interests of the class vary from teaching to social work or to a more general interest in educational problems.

Dr. Arlitt offers in each year the following undergraduate course, open to graduate students:

Experimental Educational Psychology. *Three hours a week throughout the year.*

Laboratory Work.

Two hours a week throughout the year.

In the first semester a study is made of sensori-motor learning, perceptual learning, and learning of the problem-solving type. Particular emphasis is laid on the conditions and methods of efficient study and on the training of memory.

In the second semester the course takes up the study of school subjects from the point of view of laboratory experimentation and a survey of the field of group and individual tests and educational scales and measurements.

Dr. Savage offers in 1921-22 the following free elective course:

The Technique of the Drama.

Two hours a week throughout the year.

* See footnote, page 32.

This course is open only to those students who can assure the instructor that they can pursue the work with profit. It deals with the making of scenarios, adaptation, and the writing of original longer and shorter plays; and with the observation of dramatic technique in plays read and seen.

Dr. Tennent offers in each year the following free elective course, open to graduate students:

Theoretical Biology.

One hour a week throughout the year.

This is an historical course dealing with the development of the theories of biology. The course is open to students who have had one year's training in science. A considerable amount of assigned reading is required.

General Statement.

The courses in Social Economy and Social Research are intended for graduate students who may present a diploma from some college of acknowledged standing. No undergraduate students are admitted although graduate students in the department may elect, subject to the approval of the Director of the Department, undergraduate courses in other subjects.

Pre-requisites.

Students of this department should offer for admission to their graduate work a preliminary course in economics, and more advanced courses equivalent to the Bryn Mawr College major course* in economics, politics, sociology, psychology, philosophy, or history, and also preliminary work in psychology†, sociology or biology, or should follow such courses while taking the work of the department.

The courses are planned for one, two, and three years, on the principle that about two-thirds of the student's time shall be given to the study of theory and the remaining one-third to practical work in her chosen field. Students entering the department are expected to pursue the work throughout one year at least. After one year of work in this department one-half year may be given to a practicum in residence in a social service institution, in connection with a social welfare or

* In all fully organized departments of Bryn Mawr College there is a course of five hours a week for two years, called a Major Course. Whenever one year of this course is of such a nature that it may be taken separately, it is designated as a Minor Course. Every candidate for the A.B. degree is required to take two such courses as shall be homogeneous, or shall complete each other, and major courses which fulfil this condition are designated as Groups. The object of these major courses is to enable students to acquire the foundations of a subject.

† The importance of psychology may make it necessary to advise students without adequate preparation in this subject to take certain psychological courses as a part of their required work. In some fields of work laboratory courses should be included in the preparation.

community organization, in a federal or state department of labour and industry, in a federal or state employment office, or in a manufacturing or mercantile establishment in Philadelphia, New York, New England, or elsewhere, during which time the practical work and special reading and research will be supervised by the instructor in charge of the practicum and the head of the institution, department or business firm. Students specializing in industrial relations and personnel administration are required to devote two months to work in an industrial or mercantile establishment during the summer following this work at the college. This work is carefully supervised by an instructor in the Department. Opportunities for summer practice in other fields are also arranged.

Practicum. The fields from which a subject for the practicum may be chosen are as wide as are the organized activities for social welfare. Advantage has been taken by the department of the very generous interest and co-operation of the Philadelphia social agencies, federal and state department and manufacturers and merchants to secure for its students definite affiliation with practical work in the fields chosen by them. This has led in the years 1915-21 to an arrangement for co-operative work with the College Settlement, the Municipal Court, the Society for Organizing Charity, the Women's Trade Union League, the Social Service Department of the University of Pennsylvania Hospital, the Bryn Mawr Community Center, the Massachusetts Minimum Wage Commission, the Federal Children's Bureau, the Children's Aid Society, the Consumers' League, the Seybert Institution, the White-Williams Foundation, The American Red Cross, the U. S. Employment Service, and the State Department of Labour and Industry.

The following business firms are a few of those who have afforded opportunity for practical work in industrial supervision and employment management. A full list of co-operating firms is found on page 21.

American Pulley Company, Atlantic Refining Company, Barrett Company, Bell Telephone Company, Edward G. Budd Manufacturing Company, A. M. Collins Company, Curtis Publishing Company, Henry Disston & Sons Company, Eddystone Munitions Works, General Electric Company, American International Shipbuilding Corporation at Hog Island, Leeds Northrup Company, Link Belt Company, Midvale Steel Corporation, Miller Lock Company, Notaseme Hosiery Company, Fayette R. Plumb Company, John B. Stetson Company, Sutro Hosiery Company, John Wanamaker.

*Certificates
and
Degrees.*

Graduates of Bryn Mawr College or of other colleges that have completed the required preliminary work in Economics and Psychology and are able to study for one year only will

receive Certificates in Social Economy stating the courses they have completed satisfactorily.

Graduate students that have completed the required preliminary work who are able to study for two years will receive Certificates in Social Economy stating the courses they have completed satisfactorily.

The degrees of Master of Arts and of Doctor of Philosophy in Social Economy and Social Research are open to graduates of all colleges of high standing under the conditions prescribed for these degrees in Bryn Mawr College.*

Candidates for the degree of Doctor of Philosophy in Social Economy and Social Research may select the associated or independent minor from the foregoing seminaries and from other graduate seminaries or courses, subject to the approval of the Graduate Committee. Candidates for this degree in other departments may elect, with the approval of the Director of the Department, the foregoing seminaries for the associated or the independent minor according to the regulations of the Academic Council of Bryn Mawr College.

Graduates of Bryn Mawr College, and graduates of other colleges who shall have satisfied the Academic Council that the course of study for which they have received a degree is equivalent to that for which the degree of Bachelor of Arts is given by Bryn Mawr College, or who shall have attended such additional courses of lectures as may be prescribed, may apply to the Academic Council to be enrolled as candidates for the degrees of Master of Arts or of Doctor of Philosophy; admission to the graduate school does not in itself qualify a student to become a candidate for these degrees.

The Appointment Bureau of Bryn Mawr College is under the direct supervision of the Dean of the College and co-operates with the Carola Woerishoffer Department in recommending for positions in social agencies and institutions and in manufacturing and mercantile establishments women trained in this department.

* For requirements for the degrees of Master of Arts and of Doctor of Philosophy, see Bryn Mawr College Calendar, Graduate Courses, 1921.

Fellowships and Scholarships.

*Resident
Graduate
Fellowships
and
Scholarships.*

The most distinguished place among graduate students is held by the fellows and graduate scholars, who must reside in the college during the academic year. Fellowships and scholarships available in the department of social economy are as follows:

The President M. Carey Thomas European Fellowship of the value of \$1,000 was founded in 1896 by Miss Mary Elizabeth Garrett of Baltimore and is awarded annually on the ground of excellence in scholarship to a student in any department in her first year of graduate work at Bryn Mawr College. The fellowship is intended to defray the expenses of one year's study and residence at some foreign university, English or Continental. The choice of a university may be determined by the holder's own preference, subject to the approval of the Faculty.

The Mary Elizabeth Garrett European Fellowship of the value of \$1,000 was founded in 1894 by Miss Mary Elizabeth Garrett of Baltimore and is awarded annually on the ground of excellence in scholarship to a student in any department in her second year of graduate work at Bryn Mawr College. The fellowship is intended to defray the expenses of one year's study and residence at some foreign university, English or Continental. The choice of a university may be determined by the holder's own preference, subject to the approval of the Faculty.

Two Carola Woerishoffer Memorial Fellowships in Social Economy and Social Research of the value of \$810 are awarded annually on the ground of excellence in scholarship to candidates who have completed at least one year of graduate work at some college of good standing after obtaining their first degree.

A Grace H. Dodge Memorial Fellowship in Industrial Relations and Personnel Administration of the value of \$810 is awarded annually on the ground of excellence in scholarship to a candidate who has completed at least one year of graduate work at some college of good standing after obtaining her first degree.

A resident Intercollegiate Community Service Association joint fellowship was established in 1915 and is offered by the

Intercollegiate Community Service Association and by some Bryn Mawr College alumnae to a Bryn Mawr College graduate who wishes to prepare herself for settlement work. The value of the fellowship is \$650, \$200 of which is given by the College to meet the tuition fee. The holder of the fellowship is required to live in the College Settlement in Philadelphia and to give her entire time to the work of the Department of Social Economy, the practicum, carried on in the Settlement under the direction of the Head Worker and the Director of the department, occupying one-third of her time. The charge for board and lodging in the Settlement will not exceed \$7 a week. Applications may be sent either to Dr. Jane Newell, Wellesley College, Wellesley, Massachusetts, or to the President of Bryn Mawr College.

Two additional joint fellowships of the value of \$450, are offered by the Intercollegiate Community Service Association in conjunction with Smith College and Wellesley College, to graduates of Smith College and Wellesley College, respectively, who wish to prepare themselves for community service. By special arrangement with the Committee on Scholarships these scholarships may be held in connection with the College Settlement of Philadelphia and Bryn Mawr College. Smith and Wellesley alumnae are referred for further information to Dr. Jane Newell, Wellesley College, Wellesley, Massachusetts.

Several Graduate Scholarships in Social Economy, of the value of \$400 each, may be awarded to candidates next in merit to the successful candidates for the fellowships; they are open for competition to graduates of Bryn Mawr College, or of any other college of good standing.

Seven Grace H. Dodge Scholarships in Social Economy in preparation for Industrial Relations and Personnel Management, of the value of \$400 each, are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

Two Community Center Graduate Scholarships in Community Organization of the value of \$400 each are open for competition to graduates of Bryn Mawr College or of any other college of good standing.

The Susan B. Anthony Memorial Scholarship in Social

Economy and Social Research or in Politics, founded in 1910, of the value of five hundred and fifty dollars, is open to the candidate wishing to devote herself to studies dealing with the position of women in industry and politics, whose work gives most promise of success in this field. The holder is required to complete for publication a study in one or the other of these subjects.

The Robert G. Valentine Memorial Scholarship in Social Economy and Social Research of the value of \$400 offered by Mrs. Frank W. Hallowell of Chestnut Hill, Massachusetts, to be awarded by the President and Faculty of Bryn Mawr College on the recommendation of the Director of the Carola Woerishoffer Department of Social Economy and Social Research to a candidate approved by the donor. It is open to graduates of Bryn Mawr College or of any other college of good standing.

Several Graduate Scholarships in Social Economy in preparation for Red Cross Service, of the value of \$500 together with loan privileges of \$250, have been offered by the National American Red Cross for the year 1921-22, and are open for competition to graduates of Bryn Mawr College or of any other college of good standing. Holders of these scholarships are expected to accept a position for at least one year under the American Red Cross after the completion of training.

Opportunity is offered by the College Settlement of Philadelphia for two graduate students to reside at the settlement, paying a minimum rate of board, to take at least six hours of practice work at the settlement, and to pursue courses in the Carola Woerishoffer Graduate Department.

The fellowships and scholarships are intended as an honour, and are awarded in recognition of previous attainments; generally speaking, they will be awarded to the candidates that have studied longest or to those whose work gives most promise of future success. All fellows may study for the degree of Doctor of Philosophy, the fellowship being counted, for this purpose, as equivalent to the degree of Bachelor of Arts. Fellows that continue their studies at the college after the expiration of the

fellowship, may, by a vote of the directors, receive the rank of Fellows by Courtesy.

Fellows are expected to attend all college functions, including commencement exercises, to wear academic dress, to assist in the conduct of examinations, and to give about an hour a week to the care of special libraries in the halls of residence and in the seminaries, but no such service may be required of them except by a written request from the president's office; they are not permitted while holding the fellowship to teach, or to undertake any other duties in addition to their college work. They are expected to uphold the college standards of scholarship and conduct and to give loyal support to the Students' Association for Self-Government. They are required to reside in the college and are assigned rooms by the Secretary of the College. They are charged the usual fee of seven hundred and forty dollars for tuition, board, room-rent, laboratory and certificate fees, and infirmary care.

*Duties of
Resident
Fellows.*

The holder of a fellowship is expected to devote at least one-half her time to the department in which the fellowship is awarded, and to show by the presentation of a thesis or in some other manner that her studies have not been without result.

Scholars are expected to reside in the college, to attend all college functions, including commencement exercises, to wear academic dress and to assist in the conduct of examinations. It is understood that they will uphold the college standards of scholarship and conduct and give loyal support to the Students' Association for Self-Government.

*Duties of
Resident
Scholars.*

Application for resident fellowships or scholarships should be made to the President of the College on a form obtained from the President's office, as early as possible, and not later than the first of April preceding the academic year for which the fellowship or scholarship is desired. A definite answer will be given within two weeks from the latest date set for receiving applications. Any original papers, printed or in manuscript, which have been prepared by the applicant and sent in support of her application will be returned when stamps for that purpose are enclosed, or specific directions for return by express are given. Letters or testimonials will be filed for reference.

*Applications
for Resident
Fellowships
and
Scholarships.*

For graduate students attending six or more hours a week of lectures and for fellows and graduate scholars the tuition fee is two hundred dollars a year, payable half-yearly in advance. For other graduate students who do not wish to devote all their time to graduate work the fees are as follows, payable in advance: for one hour a week of lectures, eighteen dollars a semester; for two hours a week of lectures, thirty-six dollars a semester; for three hours a week of lectures, forty-eight dollars

*Tuition for
Graduate
Students.*

a semester; and for four or five hours* a week of lectures, sixty-five dollars a semester.† This arrangement is made especially for non-resident graduate students, but those who wish to take five hours a week of lectures or less may live in the college halls on the understanding that they must give up their rooms if needed for students who are taking the full amount of graduate work and paying the regular tuition fee. The tuition fee for the semester becomes due as soon as the student is registered in the college office. No reduction of this fee can be made on account of absence, dismissal during the currency of the semester, term, or year covered by the fee in question, or for any other reason whatsoever.

*Laboratory
Fees.*

Graduate students taking courses in the department of Social Economy and Social Research are charged a laboratory fee of \$10 a semester and may also be required to provide themselves with two 50-trip tickets between Bryn Mawr and Philadelphia costing \$18.36. Fellows and scholars are expected to complete work for a certificate, and are charged \$10 certificate fee.

*Residence for
Graduate
Students.*

Residence in the college buildings is optional except for holders of resident fellowships and scholarships. In each hall of residence, except Merion Hall, a special wing or corridor is reserved for graduate students, and in order to secure entire quiet no undergraduate students are permitted to engage rooms in the graduate wings. The expense of board and residence in the graduate wings of the college halls is five hundred dollars. Of this amount four hundred dollars is the charge for board, and is payable half-yearly in advance; the remainder is room-rent, and is payable yearly in advance. Room-rent includes all expenses of furnishing, service, heating and light.‡

A deposit of fifteen dollars is required from each graduate student, fellow, or scholar who desires to reserve a room in a hall of residence. The amount of this deposit will be deducted from the rent if the room is occupied by the student; it will be refunded if the student gives formal notice to the Secretary of the College before the fifteenth of July preceding the academic year for which the application is made that she wishes to withdraw her application. If for any reason whatever the change or with-

* The fees charged are reckoned on the basis of the actual hours of conference or lecture, irrespective of the number of undergraduate hours to which the course is regarded as equivalent.

In counting the number of hours for which a graduate student is registered the following special arrangements are made in regard to laboratory courses: payment for a one-hour lecture course in a scientific department entitles the student to four hours of laboratory work in addition with no extra charge except the laboratory fee. Students registered for laboratory work only, are charged the following tuition fee: for each two and one-half hours of undergraduate laboratory course and for each five hours of graduate laboratory course the same fee as for a one-hour lecture course. The laboratory fee is charged in addition to the charge for tuition.

† Doctors of Philosophy of Bryn Mawr College may attend lectures or work in the laboratories without payment of any fee except for material used in the laboratory.

‡ Rugs and towels must be furnished by the students themselves. Graduate students will, upon request, be supplied with rugs.

drawal be made later than July fifteenth, the deposit will be forfeited to the College.

For graduate students the fees are as follows:

		<i>Summary of Expenses for Graduate Students.</i>
Tuition for the semester, payable on registration:		
For one hour a week of lectures	\$18.00	
For two hours a week of lectures	36.00	
For three hours a week of lectures	48.00	
For four or five hours a week of lectures	65.00	
For six or more hours a week of lectures	100.00	
Room-rent for the academic year, payable on registration	100.00	
Board for the semester, payable on registration	200.00	
Total expenses for the academic year:		
Tuition fee, six or more hours a week of lectures	200.00	
Room-rent in the dormitories	100.00	
Board in the dormitories	400.00	
Infirmity fee	10.00	
Laboratory fee	20.00	
Certificate fee	10.00	
Total for tuition, residence, and infirmity care for the academic year . .		\$740.00
Railway transportation (for field work) between Philadelphia and Bryn Mawr amounts to		\$18.36

If accommodation for graduate students can not be secured in the dormitories, the College will endeavor to arrange for board and room at about the same rate.

Students whose fees are not paid by November first in the first semester or by March first in the second semester are not permitted to continue in residence or in attendance on their classes.

Students in the Carola Woerishoffer Graduate Department of Social Economy and Social Research—1915-1921.

Two-Year Certificate in Social Economy from Bryn Mawr College.

GEORGIA LOUISE BAXTER, 814 Otis Building, Philadelphia, Pa.
Carola Woerishoffer Fellow in Social Economy and Social Research;
Psychology; Economics, 1917-19.

Practicum: Philadelphia Municipal Court, Bureau of Statistics.

Preparation: A.B., University of Denver, 1914; M.A., University of California, 1917.

Position, 1914-15: Teacher and Matron, State Industrial School for Girls, Morrison, Colo., 1914-15.

Position, 1919—: Research Secretary, Consumers' League of Eastern Pennsylvania, 1919—.

AGNES MARY HADDEN BYRNES, . . 3962 Bigelow Boulevard, Pittsburgh, Pa.
Susan B. Anthony Scholar in Social Economy and Politics; Philosophy,
1916-17.

Carola Woerishoffer Fellow in Social Economy and Social Research;
Politics; Philosophy, 1917-18.

Preparation: A.B., Northwestern University, 1915; A.M., Columbia University, 1916.

Position, 1911-15: Superintendent of the Money Order Department of the Post Office, Evanston, Ill., 1911-15.

Positions, 1918—: Research Assistant, United States Shipping Board, 1918-19; Instructor and Assistant Professor, Social Research, Margaret Morrison Division, Carnegie Institute of Technology, Pittsburgh, Pa., Jan., 1919—.

ALICE SQUIRES CHEYNEY, 259 South 44th Street, Philadelphia, Pa.
Graduate Student, Social Economy and Social Research; Psychology,
1915-16.

Graduate Student, Social Economy and Social Research, 1917-18.

Graduate Student, University of Wisconsin, 1916-17.

Graduate Student, University of Pennsylvania, 1918-19.

Graduate Student, University of Pennsylvania, 1920—.

Preparation: A.B., Vassar College, 1909; Philadelphia Training Course for Social Workers, 1909-10; Graduate Student, University of Pennsylvania, 1910-11.

Positions, 1909-14: Agent, Children's Bureau, Philadelphia, 1909-11; Assistant to the Director, Bureau for the Registration and Exchange of Confidential Information, Philadelphia, 1911; Investigator, Massachusetts Commission on Minimum Wage, Boston, 1911; Investigator, New York State Factory Investigation Commission, 1913-14.

Positions, 1917—: Agent, Federal Children's Bureau, 1917; Secretary, Sub-Committee, Pennsylvania State Commission on Public Safety, 1917-18; Instructor, Industrial Problems, Pennsylvania School for Social Work, 1919-20.

ELEANOR COPENHAVER,
1109 Virginia Railway and Power Building, Richmond, Va.
Scholar in Social Economy and Social Research, 1918-19.

Robert G. Valentine Scholar in Social Economy: Education, 1919-20.

Practicum: The Bryn Mawr Community Center.

Preparation: A.B., Richmond College, Va., 1917.

Position, 1917-18: Teacher of Science, the High School, Marion, Va., 1917-18.

Positions, 1920—: Director, New York College Settlement Camp, Mt. Ivy, N. Y., Summer, 1920; County Secretary, South Atlantic Field Committee, Young Women's Christian Association, 1920—.

JANE STODDER DAVIES, 72 Professors Row, Tufts College, Mass.
Robert G. Valentine Scholar in Social Economy, 1918-19.
Carola Woerishoffer Scholar in Social Economy; Politics, 1919-20.
Practicum: The Bryn Mawr Community Center.

Preparation: A.B., Jackson College, Tufts College, 1918.

Position 1920—: Assistant Field Representative and Case Correspondent, New England Division, American Red Cross, 1920—.

LEAH HANNAH FEDER, 1330 Pine Street, Philadelphia, Pa.
Carola Woerishoffer Scholar in Social Economy and Social Research;
Psychology; Philosophy, 1917-18.
Carola Woerishoffer Fellow in Social Economy and Social Research;
Psychology, 1918-19.
Practicum: White-Williams Foundation, Philadelphia.

Preparation: A.B., Mount Holyoke College, 1917.

Positions, 1917—: Case Worker Substitute, New York Charity Organization Society, summers of 1917 and 1918; Supervisor in the Children's Aid Society of Pennsylvania, 1919—.

HELEN GENEVIEVE FULLER, Greenleaf Street, Amesbury, Mass.
Carola Woerishoffer Scholar in Social Economy and Social Research
Politics; Economics, 1915-17.
Practicum: Society for Organizing Charity, Philadelphia; Massa-
chusetts Minimum Wage Commission.

Preparation: A.B., Mount Holyoke College, 1915.

Positions, 1917—: Special Investigator for the Consumers' League of Rhode Island, November-December, 1917; Assistant Secretary, Massachusetts Minimum Wage Commission, 1918-19; Investigator, United States Bureau of Labor Statistics, February-July, 1919; Special Agent, Massachusetts Minimum Wage Commission, Boston, November, 1919-February, 1920; Field Agent, New York State Child Labor Committee, 1920—.

HELEN RUTH HIBBARD, 457 Orchard Avenue, Bellevue, Pa.
Carola Woerishoffer Scholar in Social Economy and Social Research;
(Community Organization), 1916-18.
Practicum: Social Service Department, Pennsylvania Hospital;
Bryn Mawr Community Center.

Preparation: A.B., Wellesley College, 1894, and Graduate Student, 1915-16.

Positions, 1894-1901: Teacher, Miss Williams School, Worcester, Mass., 1894-95; Teacher, Monson Academy, Mass., 1895-99; Teacher, Hillside School, Norwalk, Conn., 1900-01.

Positions, 1917—: Assistant, Bryn Mawr Community Center, 1917-18; Field Worker, American Red Cross, Boston, Mass., June-September, 1918; Supervisor of Training Classes, Pittsburgh Chapter, American Red Cross, 1918-19; Visitor, Children's Service Bureau, Pittsburgh, 1920—.

GWENDOLYN SALISBURY HUGHES, . . . Bryn Mawr College, Bryn Mawr, Pa.
Susan B. Anthony Scholar in Social Economy and Politics, 1918-19.
Carola Woerishoffer Fellow in Social Economy and Social Research,
1919-20.

Preparation: A.B., University of Nebraska, 1916, and A.M., 1917; Scholar in Sociology, University of Nebraska, 1916-17, and Fellow, 1917-18. Assistant Child Welfare Department, Lincoln Public Schools, 1917-18.

Position, 1920—: Research Assistant, Carola Woerishoffer Department, Bryn Mawr College, 1920—.

INEZ MAY NETERER, 2702 North Broadway, Seattle, Wash.
Carola Woerishoffer Scholar in Social Economy and Social Research,
1916-17.

Gamma Phi Beta Sorority Social Service Fellow of the Association of Collegiate Alumnae. Social Economy and Social Research; Edu-
cation, 1917-18.

Fellow in Education; Social Economy, 1918-19.

Practicum: Philadelphia Children's Bureau; Bryn Mawr Community Center.

Preparation: B.S., Mills College, 1916. Student, University of Washington, summer session, 1914.

Position, 1919—: Laboratory Assistant, Child Study Laboratory, Seattle Public Schools, Washington, 1919-21.

HAZEL GRANT ORMSBEE,

Campbell's Hotel, Portman Street, Portman Square, London, W., England.

Carola Woerishoffer Scholar in Social Economy and Social Research; Psychology, 1915-16.

Carola Woerishoffer Fellow in Social Economy and Social Research; Psychology, 1916-17.

Graduate Student, Social Economy and Social Research, 1917-18.

Mary E. Garrett European Fellow and Student, London School of Economics, 1920-21.

Practicum: Bureau of Compulsory Education, Philadelphia.

Preparation: A.B., Cornell University, 1915.

Position, 1917-20: Case Worker, Supervisor, White-Williams Foundation, Philadelphia.

FRANCES HOWARD TETLOW, . . . 21 Cumberland Avenue, Brookline, Mass.
Graduate Scholar, Social Economy; Social Research; Politics, 1915-16, 1917-18.

Graduate Student, University of Wisconsin, 1916-17.

Practicum: Philadelphia Women's Trade Union League.

Preparation: A.B., Radcliffe College, 1908.

Position, 1909-15: Teacher of English, the Winsor School, Boston.

Positions, 1917-20: Executive Secretary, Pennsylvania Committee on Women in Industry, 1917-18; Assistant Employment Manager, American Optical Company, Southbridge, Mass., 1918-20.

AMEY EATON WATSON,* 5 College Avenue, Haverford, Pa.
Social Economy and Social Research; Psychology; Education, 1915—.

Preparation: A.B., Women's College in Brown University, 1907; A.M., University of Pennsylvania, 1910; Graduate Student, Columbia University, 1913-14.

Positions, 1907—: Teacher, Miss Wheeler's School, Providence, R. I., 1907-08; Visitor, New York Association for Improving the Condition of the Poor, 1908-09; Research Worker, Eugenics Record Office, Cold Spring Harbor, N. Y., 1910-11; Research Worker, Agricultural College, Logan, Utah, 1911-12; Instructor, Department of Social Science, University of Utah, 1912; Chairman, Philadelphia Conference on Parenthood, 1915—; Special Agent, Federal Children's Bureau, 1916—.

Masters of Arts of Bryn Mawr College

MILDRED JACOBS COWARD. See page 57.

ELEANOR LANSING DULLES,

224 Richmond Terrace, New Brighton, Staten Island, N. Y.

Intercollegiate Community Service Association Fellow in Social Economy; Psychology; (Industrial Supervision and Employment Management), 1919-20.

Practicum: Atlantic Refining Company, The Scott Company, Philadelphia; American Tube and Stamping Company, Bridgeport, Conn.

Preparation: A.B., Bryn Mawr College, 1917; A.M., 1920. Relief Worker, Shurtleff Memorial Relief, Paris, France, 1917-18; Reconstruction Worker, American Friends Service Committee, France, 1918-19.

Position, 1920—: Employment Manager, S. Gembly, Long Island City, N. Y.

ADRIENNE KENYON FRANKLIN, See page 57.

* Mrs. Frank D. Watson.

MILDRED CLARK JACOBS,* 4611 Spruce Street, Philadelphia, Pa.
Carola Woerishoffer Scholar in Social Economy and Social Research
(Social Relief and Social Guardianship), 1916 and 1916-17.

Practicum: Society for Organizing Charity, Philadelphia, Pa.

Preparation: A.B., Bryn Mawr College, 1916, and M.A., 1917; Graduate Student in Applied Psychology, Bryn Mawr College, 1917-18.

Positions, 1917—: Assistant Demonstrator in Applied Psychology, Bryn Mawr College, 1917-18; Assistant Manager, Bureau of Occupations for Trained Women, Philadelphia, April, 1920—.

ADRIENNE KENYON,† 6744 York Road, Philadelphia, Pa.
Carola Woerishoffer Scholar in Social Economy and Social Research and
College Settlement Association Joint Fellow (Community Organ-
ization), 1916-17.

Practicum: Philadelphia College Settlement.

Preparation: A.B., Bryn Mawr College, 1915, and M.A., 1917; Special Student, Columbia University, October, 1915-January, 1916.

Positions, 1917—: Office Secretary, National Social Workers' Exchange, New York City, August-November, 1917; Assistant Employment Manager, American Lithographic Company, New York City, November, 1917-18; Assistant Manager, Bureau of Occupations for Trained Women, Philadelphia, October, 1919-April, 1920.

HELEN MARIE HARRIS, 502 South Front Street, Philadelphia, Pa.
Bryn Mawr-Intercollegiate Community Service Association Joint Fellow
in Social Economy and Social Research; Psychology; Philosophy,
1917-18.

Practicum: Philadelphia College Settlement.

Preparation: A.B., Bryn Mawr College, 1917, and M.A., 1918; Student, University of Pennsylvania, summer session, 1917.

Position, 1916: Secretarial work at Drexel Institute, Philadelphia, summer of 1915.

Position, 1918—: Financial Secretary, Philadelphia College Settlement, 1918—.

CATHERINE UTLEY HILL,‡ 122 East 37th Street, New York City.
Graduate Student, Social Economy and Social and Industrial Research,
1917-18.

Preparation: A.B., Bryn Mawr College, 1907, and M.A., 1918.

Positions, 1899-1906: Teacher of Biblical Literature, Brooklyn Young Women's Christian Association, 1899-1901; Industrial Secretary, Brooklyn Young Women's Christian Association, 1899-1901, and 1905-1910; Head of the East New York Settlement House, summer of 1906.

Positions, 1918—: Worker in France, Young Men's Christian Association, 1918-19; Metropolitan Secretary, Young Women's Christian Association, Brooklyn, N. Y., 1919—.

ELIZABETH PINNEY HUNT,§ Haverford, Pa.
Graduate Student, Social Economy and Social Theory, 1919-20.
American-Scandinavian Foundation, Fellow, Student, University of
Stockholm, Sweden, 1920-21.

Preparation: A.B., Bryn Mawr College, 1912; and M.A., 1920.

AMELIA KELLOGG MACMASTER, . . . 454 Jefferson Avenue, Elizabeth, N. J.
Graduate Scholar in Philosophy; Social Economy and Social Research,
1917-18.

Bryn Mawr-Intercollegiate Community Service Association Joint Fellow
in Social Economy and Social Research, 1918-19.

Gamma Phi Beta Social Service Fellow, Association of Collegiate
Alumnæ Student at London School of Economics, 1919-20.

Practicum: College Settlement, Philadelphia, Pa.

Preparation: A.B., Bryn Mawr College, 1917, and M.A., 1918.

Positions, 1904-19: Primary Teacher, Public School, Closter, N. J., 1904-05; Kindergarten, Public Schools, Newark, N. J., 1905-February, 1912, and 1912-13; Summer School Teacher, Newark, N. J., 1906, 1908, 1911, and 1913-16; Playground Teacher, Newark, N. J., summers, 1914-16; Tutor in English, Bryn Mawr College, 1915-19.

Position, 1920: Relief Worker, American Friends Service Committee, Vienna, Austria.

* Mrs. Halton A. Coward.

† Mrs. Benjamin Franklin, Jr.

‡ Mrs. George Edwin Hill.

§ Mrs. Andrew Dickson Hunt.

HELEN ELIZABETH SPALDING, 117 Boston Boulevard, Detroit, Mich.
*Graduate Student in Social Economy and Social Research (Social
 Guardianship and Social Relief); Psychology, 1919-20.*
Carola Woerishoffer Fellow in Social Economy, 1920-21.
Practicum: Children's Aid Society, Society for Organizing Charity,
Philadelphia.

Preparation: A.B., Bryn Mawr College, 1919, and M.A., 1919.

DOROTHY VIVIAN WESTON, Weston Mills, N. Y.
Carola Woerishoffer Scholar in Social Economy and Social Research
and College Settlements Association Joint Fellow (Community
Organization), 1915-16.
Practicum: Philadelphia College Settlement.

Preparation: A.B., Bryn Mawr College, 1914, and M.A., 1916.

Position, 1914-15: Resident, College Settlement of New York City, 1914-15.

*Positions, 1916-18: Director of Girls' Work, Jan Hus Neighborhood House, New York
 City, 1916-17; Head-Resident, Jan Hus Neighborhood House, New York City, 1917-18.*

One-Year Certificate in Social Economy from Bryn Mawr College.

KATHARINE REYNOLDS BELL, 28 Oakdale Avenue, Akron, Ohio.
Non-Resident Scholar, Social Economy and Social Research (Com-
munity Organization, 1917-18. Scholar in Social Economy (Indus-
trial Supervision and Employment Management), June, 1918-
February, 1919.

Practicum: Bryn Mawr Community Center; The McElwain Shoe
Manufacturing Company, Manchester, N. H.; The United
States Cartridge Company, Lowell, Mass.; The General Electric
Company, Lynn, Mass.; The Midvale Steel Company, Phila-
delphia, Pa.

Preparation: A.B., Cornell University, 1917.

*Positions, 1919—: Assistant Employment Manager, Goodrich Rubber Company, Akron,
 Ohio, June, 1919-January, 1920; Assistant in Charge of Employment of Women, Good-*
year Tire and Rubber Company, Akron, January, 1920—.

CLARE WILHELMINA BUTLER, 201 Westgate Avenue, St. Louis, Mo.
Robert G. Valentine Scholar in Social Economy and Social Research;
Psychology, 1917-18.

Practicum: Society for Organizing Charity, Philadelphia.

Preparation: A.B., Vassar College, 1909. Graduate Nurse, Massachusetts General Hos-
pital, Boston, Mass., December, 1915; Registered Nurse, Mass., 1917.

Positions, 1909-17: Instructor of Mathematics and Science, Lindenwood College, St.
Charles, Mo., 1909-10; Medical Social Worker, Massachusetts Charitable Eye and Ear
Infirmiry, Boston, Mass., January, 1916-June, 1917.

Position, 1918-21: Psychiatric Social Worker, Boston Psychopathic Hospital.

ELSA MAY BUTLER, 201 Westgate Avenue, St. Louis, Mo.
Carola Woerishoffer Fellow in Social Economy and Social Research;
Psychology, 1915-16.

Preparation: A.B., Vassar College, 1905; A.M., Washington University, 1914.

*Positions, 1905-15: Teacher, High School, Neligh, Neb., 1905-06; Teacher, Akeley Hall,
 Grand Haven, Mich., 1906-08; Teacher, Hosmer Hall, St. Louis, Mo., 1908-12; Assistant*
Head Worker, Social Service Department, St. Louis Children's Hospital, 1912-15.

*Positions, 1916—: Head Worker, Social Service Department, Hahnemann Hospital,
 Philadelphia, 1916-18; Extension Course Lecturer on "Hospital Social Service," Pennsylv-*
ania School for Social Service, Philadelphia, 1916-18; Field Director of the State
of Missouri, Bureau of Civilian Relief of the Southwest Division of the American Red
Cross, 1918; Director, Home Service Institute, Red Cross, St. Lawrence County, New
York, July, 1918; Assistant Professor of Social Economics, Vassar Training Camp for
Nurses, August-September, 1918; Executive Secretary of the Polish Gray Samaritan
Training School, Young Women's Christian Association War Work Council, 1918-19;
Executive, Vassar Unit, Verdun, France, 1919-20.

FRANCE MARIE ALICE CHALUFOUR, . . . 568 Chapel Street, New Haven, Conn.
Special French Scholar in Social Economy (Industrial Relations and Personnel Administration), 1919-20.

Practicum: Bryn Mawr Community Center; The Miller Lock Company, Philadelphia, Pa.; The United States Rubber Company, New Haven, Conn.

Preparation: Lycée Molière.

Positions, 1920—: Assistant Director, Subnormal Training Class, United States Rubber Company, August, 1920; Assistant Director of Standardization, United States Rubber Company, New Haven, Conn., 1920—.

ELEANOR LANSING DULLES, See page 56.

MARGARET ETHEL DURGIN, 13 Summit Avenue, Concord, N. H.
Scholar in Social Economy (Industrial Relations and Personnel Administration), Economics, 1919-20.

Practicum: Fayette R. Plumb Company, Philadelphia, Pa.; Westinghouse Lamp Company, Bloomfield, N. J.

Preparation: A.B., Mount Holyoke College, 1913; Cornell University, summer session, 1916.

Positions, 1913-15: Teacher of English, High School, Concord, N. H., 1913-14; Teacher, High School, Waterford, N. Y., 1914-15; Teacher of Latin, French and History, High School, Waterbury, N. Y.

LISETTE EMERY FAST, 1137 Washington Street, Denver, Colo.
Scholar in Social Economy (Industrial Relations and Personnel Administration), 1919-20.

Practicum: Sutro Hosiery Company, Philadelphia; Midvale Steel and Ordnance Company, Nicetown, Pa.; International Silver Company, Bridgeport, Conn.

Preparation: A.B., Stanford University, 1919.

Positions, 1917-19: Deputy Probation Officer, Juvenile Court, Denver, Colo., two months, 1917; Assistant, Girls' Club, Neighborhood House, Denver, Colo.

JOSEPHINE GUYOT, 905 West 3d Street, Williamsport, Pa.
Scholar in Social Economy, Economics (Industrial Relations and Personnel Administration), 1919-20.

Practicum: The Barrett Manufacturing Company, Philadelphia; The Edward G. Budd Manufacturing Company, Philadelphia; The United States Rubber Company, New Haven, Conn.

Preparation: Student, Syracuse University, 1912-14; A.B., Radcliffe College, 1918.

Position, 1918-19: Tutoring, Lancaster, Mass.

Position, 1920—: Supervisor of Centralized Instruction, Lycoming Rubber Co., Williamsport, Pa.

GRACE HATHEWAY, 17 South 21st Street, Philadelphia, Pa.
Scholar in Social Economy (Industrial Relations and Personnel Administration), 1919-20.

Practicum: The American Pulley Company, Philadelphia; The Scott Company, Philadelphia.

Preparation: A.B., Oberlin College, 1911.

Positions, 1911-19: Officer and Teacher, State Reformatory for Girls, Lancaster, Massachusetts; Private Secretary, Rollins College; Manuscript Reader, The Century Company, New York City; Editorial Assistant, The "Vogue" Magazine, New York City; Manager, Personal Correspondence Department, The Encyclopedia Britannica Corporation, New York City; The National Child Labor Conference, New York City.

Position, 1920—: Research Secretary, The American Friends Service Committee, Philadelphia.

ELIZABETH HAYS, 5555 Pershing Avenue, St. Louis, Mo.
Carola Woerishoffer Scholar in Social Economy and Social Research and Scholar in Social Economy (Industrial Relations and Personnel Administration), June, 1918-June, 1919.

Practicum: Winchester Repeating Arms Company, New Haven, Conn.; The United States Cartridge Company, Lowell, Mass.; The American Pulley Company, Philadelphia, Pa.

Preparation: A.B., Smith College, 1909; Student in music, 1910-13; Course in Washington University, 1911-12; Northwestern University, summer, 1916; Harvard Summer School, 1915.

Positions, 1914-18: Charge of book room, Mary Institute, St. Louis, 1914; Teacher of English, History and Latin, Mary Institute, 1914-18.

Positions, 1919—: Director, Red Cross Placement Bureau for the Handicapped, St. Louis, Mo., October, 1919-20.

EMILY HARRIET HUNTINGTON,

34 Central Avenue, St. George, Staten Island, N. Y.

Scholar in Social Economy, Economics (Industrial Relations and Personnel Administration), 1919-20.

Practicum: Midvale Steel and Ordnance Company, Nicetown, Pa.; Leeds and Northrup Company, Philadelphia, Pa.; Procter and Gamble, Port Ivory, Staten Island, N. Y.

Preparation: A.B., University of California, 1917.

Positions, 1917-19: Assistant Director, Pacific Division, Bureau of Junior Red Cross, six months; Child Welfare Division, Council of National Defense, Washington, D. C., two months; Supervisor, United States Bureau of Labor Statistics, seven months.

Position: With Procter and Gamble, New York.

BARBARA LEE JOHNSON, 6163 Pershing Avenue, St. Louis, Mo.

Bryn Mawr-Intercollegiate Community Service Association Joint Fellow in Social Economy and Social Research (Community Organization), 1919-20.

Practicum: The College Settlement, Philadelphia.

Preparation: A.B., Smith College, 1919.

Positions, 1920—: Teacher, Miss Evans' School of Individual Instruction, St. Louis, Mo., and Assistant in organization of Summer Camp, 1920—.

ADA RUTH KUHN, 707 North 26th Street, Lincoln, Nebr.

Carola Woerishoffer Fellow in Social Economy and Social Research, Politics, 1919-20.

Practicum: American Red Cross, Phoenixville, Pa.

Preparation: A.B., University of Nebraska, 1915, and A.M., 1918.

Position, 1915-16: Teacher, High School, Stella, Nebr., 1915-16.

Position, 1920—: Teacher, High School, Lincoln, Nebr., 1920—.

IRMA CAROLINE LONEGREN, . . 1198 Fifty-fifth Avenue, S. E., Portland, Ore.

Special Scholar in Social Economy (Social Relief and Social Guardianship), 1918-19.

American Scandinavian Foundation Scholar, Student, University of Upsala, Sweden, 1919-20.

Practicum: The Municipal Court, Philadelphia.

Preparation: A.B., Reed College, 1915.

Position, 1915-18: Probation Officer and Statistician, Juvenile Court, Portland, 1915-18.

Positions, 1919—: Field Officer, Sleighton Farm, Darlington, Pa., June-August, 1919; Probation Officer, Court of Domestic Relations, 1920—.

EVELYN CHRISTIANA MCKAY, Goldbar, Wash.

Scholar in Social Economy (Industrial Relations and Personnel Administration), Municipal Government, 1919-20.

Practicum: The A. M. Collins Manufacturing Company, Philadelphia; John Wanamaker Store, Philadelphia; L. Bamberger and Company, Newark, N. J.

Preparation: A.B., University of British Columbia, 1919.

Positions, 1912-18: Clerk, Post Office, Goldbar, Wash., 1912-16, 1919; Subscription Social Editor, *Daily Sun*, Vancouver, B. C., 1917; Desk Secretary, Young Women's Christian Association, Vancouver, B. C., 1918; Student Assistant, Department of History, University of British Columbia, Vancouver, B. C., 1917-18.

Positions, 1920—: Saleswoman, L. Bamberger and Company, Newark, N. J., 1920; Statistical Clerk; Junior Statistician, Public Service Commission, First District, New York City, 1920—.

WINIFRED CHARLOTTE MILES, 2500 Bancroft Way, Berkeley, Calif.
Scholar in Social Economy (Industrial Relations and Personnel Administration); Municipal Government, 1919-20.

Practicum: The Whitman Candy Company, Philadelphia; The Notaseme Hosiery Company, Philadelphia; R. H. Macy and Company, New York City.

Preparation: A.B., University of California, 1919.

Positions, 1917-19: Resident Worker, Telegraph Hill Neighborhood House, San Francisco, two months, 1917; Assistant Manager, Bothin Convalescent Home, Monor, Morin County, Calif., two months, 1917; Assistant Head Worker, People's Place Settlement, San Francisco, two months, 1918 and 1919; The Neville Bag Factory, Portland, Ore., one month, 1918; Venus Candy Factory, Oakland, Calif., two months, 1919; Bonbon Dipper, Pacific Coast Candy Company, San Francisco, two months, 1919; National Paper Products Company, San Francisco, two months, 1919.

Position, 1920—: Assistant Director, Director of Education, Hale Brothers, Inc., San Francisco, 1920—.

GLADYS LOUISE PALMER, 2244 North 29th Street, Philadelphia, Pa.
Carola Woerishoffer Scholar in Social Economy and Social Research, Politics (Industrial Relations and Personnel Administration), 1917-18.

Preparation: A.B., Barnard College, 1917.

Positions, 1918—: Secretary, Carola Woerishoffer Graduate Department, Bryn Mawr College, 1918-19; Reader, 1919-20; Instructor, Economics Department, Vassar College, Poughkeepsie, N. Y., 1920—.

EDITH MARY PRICE, 91 Kirby Avenue, Detroit, Mich.
British Scholar in Social Economy (Social Relief and Social Guardianship), Law, 1919-20.

Practicum: Municipal Court of Philadelphia; Children's Aid Society, Philadelphia; Charity Organization Society, Philadelphia.

Preparation: Girton College, Cambridge, England.

Positions, 1920—: Field Worker, United States Interdepartmental Social Hygiene Board, Boston, Mass., June-October, 1920; Student Worker, Reformatory for Women, Framingham, Mass., November-December, 1920; Girls' Protective League, Detroit, Mich., 1921—.

HELEN ROSS, 5725 Kenwood Avenue, Chicago, Ill.
Susan B. Anthony Memorial Scholar in Social Economy and Social Research (Social and Industrial Research), Politics, 1917-18.
Student, London School of Economics, 1920—.

Preparation: A.B. and B.S., University of Missouri, 1911; Graduate Student, University of Missouri, 1916-17.

Positions, 1911-17: Teacher of Latin and English, High School, Independence, Mo., 1911-16; Teacher of English and Supervisor, Evening School for Immigrants, Jewish Educational Institute, Kansas City, Mo., 1911-15; Teacher of English and History, High School, Columbia, Mo., 1916-17.

Position, 1918-20: Agent, United States Railway Administration, Women's Service Section, Division of Labor, 1918-20.

MARGUERITE SORBETS, . . . 18 Rue Diderot, Agen, Lot et Garonne, France.
Special French Scholar in Social Economy (Industrial Relations and Personnel Administration), 1919-20.

Practicum: The Aberfoyle Manufacturing Company, Chester, Pa.; The American Pulley Company, Philadelphia; Procter and Gamble, Port Ivory, Staten Island, N. Y.

Preparation: Baccalaureate, University of Bordeaux, 1919; Licence de Sciences. Diplôme d'Ingenieur Chimiste.

HELEN ELIZABETH SPALDING, See page 58.

MARGARETTA PRICE STEVENSON, 509 Poplar Street, Wamego, Kans.
Graduate Student, Social Economy; Social Research; Politics, 1918-19.
Practicum: The Bryn Mawr Community Center.

Preparation: A.B., University of Kansas, 1918.

Positions, 1919—: Organization of Community Work, Wamego, Kans., and Teacher of Latin and English, Wamego High School, 1919—.

LOUISE MAY TATTERSHALL, White Haven, Pa.
Scholar in Social Economy (Industrial Relations and Personnel Administration), 1919-20.

Practicum: The Edward G. Budd Manufacturing Company, Philadelphia; Vocational Direction in Social Institutions, Massachusetts.

Preparation: A.B., Barnard College, 1908.

Positions, 1914-19: Teacher of Mathematics, High School, White Haven, Pa., 1909-11; Teacher of Mathematics, Wyckham Rise, Washington, Conn., 1914-15; Teacher of Mathematics, Phoebe Ann Thorne School, Bryn Mawr, Pa.; Teacher of Mathematics, Kent Place School, Summit, N. J., 1916-17; Clerk, The American Telephone and Telegraph Company, New York City, 1917-19; Clerk, The American Red Cross, New York City, 1919.

Position, 1920—: Director, Red Cross Placement Bureau for the Handicapped, St. Louis, Mo., 1920 —.

AGNES STERRETT WOODS, 168 West Main Street, Carlisle, Pa.
Community Center Scholar in Social Economy (Community Organization); Education, 1919-21.

Practicum: Bryn Mawr Community Center.

Preparation: A.B., Dickinson College, 1917; A.M., 1918.

Positions, 1918-19: Assistant in Office, Varick House, 11 Dominick Street, New York City, 1918; Employment Office, 600 Lexington Avenue, 1918-19; Postmistress, Camp Altamont, 1919.

JOSEPHINE LUCILLE ZRUST, 416 West 118th Street, New York City.

Susan B. Anthony Scholar in Social Economy and Social Research, (Community Organization); Politics, 1919-20.

Graduate Student, Columbia University, 1920—.

Practicum: Bryn Mawr Community Center.

Preparation: A.B., University of Nebraska, 1918, and A.M., 1919.

Position, 1919: Graduate Assistant in Slavonic Languages, University of Nebraska, Lincoln, Nebr., six months, 1919.

Position, 1920—: Czechoslovak Section, Foreign Language Information Service, American Red Cross, New York City, 1920 —.

Special Certificate in Social Economy.

War Emergency Course including four months' residence at Bryn Mawr College and four months in the field under the direction of the Carola Woerishoffer Department.

KATHARINE REYNOLDS BELL, See page 58.

MARION GRISWOLD BOALT, 13 Newton Street, Norwalk, Ohio.

Scholar in Social Economy (Industrial Supervision and Employment Management); Politics, June, 1918-February, 1919.

Practicum: The Dennison Manufacturing Company, Framingham, Mass.; Joseph & Feiss Company, Cleveland, Ohio; The United States Employment Service, Philadelphia.

Preparation: Mount Holyoke College, 1900-03; A.B., Lake Erie College, 1904; Teachers College, 1914-15, and summer, 1915; University of Chicago, summer quarter, 1917.

Positions, 1904-18: Served in various capacities, Lake Erie College, 1904-05; Teacher, Wells College, 1905-11; Teacher, Mills College, 1911-18.

Positions, 1919—: Employment Department, Lindner's Store, Cleveland, Ohio, April-June, 1919; Field Supervisor of Employment, Young Women's Christian Association, Chicago, Ill., 1919—.

MARIE LOUISE BORNGESSER, Died, 1919.

Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), February, 1919-October, 1919.

Practicum: The American International Shipbuilding Company, Hog Island, Philadelphia.

Preparation: B.S. in Education, University of Pennsylvania, 1918; University of Chicago, September-December, 1918; Bryn Mawr College, 1919.

Positions, 1913-18: Saleswoman, summer, 1913; Assistant housemother, St. Stephen's Farm, summers, 1914 and 1915; bookkeeper, six weeks, 1916; Playground, Friends Neighborhood Guild, Philadelphia, summer, 1917; Recreation secretary, Tenth and Glenwood Avenues, Philadelphia, Young Women's Christian Association, summer, 1918.

GEORGIANA BUNTON,* Palmerton, Pa.
Scholar in Social Economy (Industrial Supervision and Employment Management), June, 1918-February, 1919.
Practicum: The Dennison Manufacturing Company, Framingham, Mass.; Bryn Mawr Community Center; Barrett Manufacturing Company, Philadelphia.

Preparation: A.B., Northwestern University, 1910. Three years' community experience.
Positions, 1919—: District Supervisor, Industrial Section of the Young Women's Christian Association, 1919-20; Volunteer Work for Community Center, Palmerton, Pa., 1920—.

ALPHA BEATRICE BUSE, American Young Women's Christian Association,
 33 Rue Caumartin, Paris.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), October, 1918-June, 1919.
Practicum: The Winchester Repeating Arms Company, New Haven, Conn.

Preparation: B.S. (Psychology), University of Montana, 1916.
Position, 1917-18: War Department, Division of Military Aeronautics, Washington, D. C., 1917-18.
Positions, 1919—: Industrial Investigator, Czecho-Slovakia Survey for the Government by the Young Women's Christian Association, Prague, 1919; Industrial Supervisor, Young Women's Christian Association, Paris, France, 1920—.

HELEN ADELIA COOK, Bennett School, Millbrook, N. Y.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), October, 1918-June, 1919.
Practicum: The Miller Lock Company, Philadelphia; The Notaseme Hosiery Company, Philadelphia; Edward G. Budd Manufacturing Company, Philadelphia.

Preparation: A.B., Mount Holyoke College, 1910; University of Washington, summer, 1915 and 1917.
Positions, 1912-18: Teacher, Mineville, N. Y., 1912; Teacher, Spring Hill, Pa., 1913; Teacher, Wenatchee, Wash., 1914-18; Mothers' Pension Bureau, Philadelphia, four months, 1918.
Positions, 1919—: Director of Training, A. M. Collins Company, Philadelphia, Pa., 1919-20; Teacher, Bennett School of Liberal and Applied Arts, Millbrook, N. Y., 1920—.

EMMA GRETCHEN CORSTVET, . . 553 Twenty-eighth Avenue, Milwaukee, Wis.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), October, 1918-June, 1919.
Practicum: The Miller Lock Company, Philadelphia; Women's Trade Union League, Boston, Mass.; Women's Trade Union League, Philadelphia.

Preparation: A.B., University of Wisconsin, 1918.
Positions, 1918: Library work one summer; with the Wisconsin Industrial Commission a short time; Munition Factory Investigations for Woman's Division, Ordnance Department, summer, 1918; knitting mill, several months.
Positions, 1919—: Assistant Educational Director, Edward Schuster and Company, 1919; Employment Manager, Edward Schuster and Company, 1920—.

HELEN ROWENA DAVIDSON,† . . . 322 North 40th Street, Philadelphia, Pa.
Scholar in Social Economy (Industrial Supervision and Employment Management); Social Treatment; Social Administration, October, 1918-June, 1919.
Practicum: Sutor Hosiery Company, Philadelphia; Connecticut Mills, Danielson, Conn.; Krompton Knowles Loom Works, Worcester, Mass.

* Mrs. Robert A. Montgomery.

† Mrs. Oscar S. Nelson.

Preparation: A.B., University of Idaho, 1918.

Positions, 1915-18: Teacher, High School, Reubens, Idaho, 1915-16; Saleswoman, summer, 1918; with the Wylie Permanent Camping Company, Yellowstone Park, summer, 1916.

Positions, 1919—: Research Worker, Philadelphia Associated Day Nurseries, Philadelphia, 1919; Assistant Educational Director, Atlantic Refining Company, Philadelphia, 1920—.

MARY DINSMORE, 617 E Street, Marysville, Calif.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), June, 1918-February, 1919.

Practicum: The Scovill Manufacturing Company, Waterbury, Conn.; The American International Shipbuilding Corporation, Hog Island, Philadelphia.

Preparation: A.B., Mills College, 1916.

Positions, 1916-18: Business experience, 1916-17; Community organization, 1917-18.

Position, 1919: Research Assistant to Mr. Dudley Kennedy, Counsel and Practical Adviser in Labor Employment and Industrial Relations Problems, Philadelphia, Pa.

JEANNETTE WHITE FARMER, See page 67.

ESTELLE S. FRANKFURTER, . . . 1699 Cambridge Street, Cambridge, Mass.
Scholar in Social Economy (Industrial Supervision and Employment Management); Philosophy, February-October, 1919.

Practicum: The Atlantic Refining Company, Philadelphia.

Preparation: A.B., Radcliffe College, 1918; Hunter College, 1913-15.

Positions, 1918: Operator, Holtzer-Cabot Company, three months; Junior Examiner, The United States Employment Service, Boston, six weeks.

Position, 1920: Women's Trade Union League, Boston.

EVELYN STADLER HAMMER, See page 67.

HARRIET LAURA HERRING, Kinston, N. C.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), June, 1918-February, 1919.

Practicum: The Winchester Repeating Arms Company, New Haven, Conn.; The United States Cartridge Company, Lowell, Mass.; The United States Employment Service, Philadelphia.

Preparation: A.B., Meredith College, 1913; A.M., Radcliffe College, 1918; University of California, summer, 1915; University of North Carolina, summer, 1916.

Positions, 1914-17: Teacher of History and Government, High School, Scotland Neck, N. C., 1914-15; Teacher of History and English, Chowman Institute, Murfreesboro, N. C., 1915-17.

Position, 1919—: Employment Manager, Roxford Knitting Mill, Philadelphia, Pa., May-November, 1919.

CAROLYN MATILDA KRANZ, Hendersonville, Tenn.
Scholar in Social Economy (Industrial Supervision and Employment Management); Social Philosophy, February-October, 1919.

Practicum: The Scott Company; The Barrett Manufacturing Company, Philadelphia.

Preparation: A.B., George Peabody College for Teachers, 1911; University of Georgia, summer, 1917.

Positions, 1913-18: Teacher of Languages, Central High School, Gallatin, Tenn., 1913-18; Assistant Registrar, Peabody College, summers, 1913 and 1914; Clerk, United States Federal Food Administrator's Office, Nashville, Tenn., summer, 1918.

Position, 1919—: Supervisor of Instruction, Southern Bell Telephone and Telegraph Company, Nashville, Tenn., 1919—.

MABLE MAY KROH, Hickey-Freeman Company, Rochester, N. Y.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), February-October, 1919.

Practicum: Fayette R. Plumb Company, Philadelphia; Art-in-Buttons, Rochester, N. Y.

Preparation: A.B., University of Idaho, 1912, Graduate Student, 1917-18.

Positions, 1912-18: Teacher, rural schools, 1912-13 and 1914-15; grade schools, 1913-14 and 1916-17; Republican candidate for County Treasurer, 1918.

Position, 1919—: Assistant in Labor Department, Hickey-Freeman Company, Rochester, N. Y., 1919—.

NAOMI LIGHT, 1010 Clinton Street, Philadelphia, Pa.
Scholar in Social Economy (Industrial Supervision and Employment Management); Social Treatment; Social Administration, June, 1918-February, 1919.

Practicum: Lewis Manufacturing Company, Walpole, Mass.; University of Pennsylvania Hospital Social Service Department, social case work; The United States Employment Service, Philadelphia.

Preparation: A.B., University of Kansas, 1914, and A.M., 1915.

Positions, 1910-18: Four summers' industrial experience, 1910-14; Teacher, High School, 1916-17-18.

Positions, 1919—: Assistant in the Industrial Accident Ward of the Episcopal Hospital, Philadelphia, 1919; Assistant Employment Manager and Employment Manager, Notaseme Hosiery Company, Philadelphia, 1919—.

CATHERINE McCausland, 151 Maple Street, Springfield, Mass.
Scholar in Social Economy (Industrial Supervision and Employment Management); Psychology, February-October, 1919.

Practicum: The Aberfoyle Manufacturing Company, Philadelphia, Pa.; Walter Dill Scott Company, Philadelphia.

Preparation: A.B., Mount Holyoke College, 1918; University of Chicago, 1914-15, and summer, 1918.

Position, 1918: Social Service (Civilian Relief) with Red Cross, Boston, two months, 1918.

Position, 1919—: Employment Manager, The Milton Bradley Company, Springfield, Mass., 1919—.

DOROTHY McDowell, 1506 Pine Street, Philadelphia, Pa.
Scholar in Social Economy (Industrial Supervision and Employment Management); Psychology, February-October, 1919.

Practicum: The Sutro Hosiery Company, Philadelphia; The Miller Lock Company, Philadelphia.

Preparation: A.B., Mount Holyoke College, 1918.

Position, 1919—: Research Worker, D. R. Kennedy, Industrial Consultant, Philadelphia, Pa., 1919—.

FLORENCE REYNOLDS MASON, 646 Fifth Avenue, Williamsport, Pa.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), February-October, 1919.

Practicum: The A. M. Collins Company, Philadelphia; Acme Wire Company, New Haven, Conn.

Preparation: A.B., Elmira College, 1918.

Positions, 1915-17: Addressograph Operator, American Sales Book Company, Elmira, N. Y., 1915-16; Nature Study Class, Young Women's Christian Association, summer camp, Altamont, N. Y., 1917-18; Case Worker, Elmira Federation for Social Service, six months, 1918; two summers' work, operator, in a manufacturing plant; Clerk in Telegraph Office, Pennsylvania Railroad, Elmira, N. Y., four months, 1918-19.

Positions, 1919—: Research Assistant, Carola Woerishoffer Department, Bryn Mawr College, Bryn Mawr, Pa., 1919-20; Research Worker, Written Standard Practice, United States Rubber Company, Williamsport, Pa., 1920—.

GEORGIANA BUNTON MONTGOMERY, See page 63.

BERTHA MOREHOUSE, 3117 Franklin Avenue, Cleveland, Ohio.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), February-October, 1919.

Practicum: The Midvale Steel Company, Philadelphia; The Acme Wire Company, New Haven, Conn.

Preparation: A.B., Ohio Wesleyan, 1914; Ohio Northern University, summer, 1915; Bowling Green State Normal School.

Positions, 1912-19: Teacher of English, Government Schools, Porto Rico, 1912-13; Teacher of English and Latin, Union Township High School, Mt. Cory, Ohio, 1914-16; Brown Township High School, Kilbourne, Ohio, 1916-17; Franklin High School, Franklin, Ohio, 1917-19.

Positions, 1919—: Factory Operator, The Acme Wire Company, New Haven, Conn., 1919-20; Apprentice, Joseph and Feiss, Cleveland, Ohio, 1920—.

HELEN DAVIDSON NELSON, See page 63.

ESTELLE GENEVA NISSON, . . . 2500 North Main Street, Santa Ana, Calif.
Scholar in Social Economy, Industrial Supervision and Employment Management; *Politics*, October, 1918-June, 1919.

Practicum: John Wanamaker Store, Philadelphia; The Hood Rubber Company, Watertown, Mass.; William Filene Sons, Boston, Mass.

Preparation: A.B., Stanford University, 1918; Pomona College, 1914-15; University of California, 1915-16.

Position, 1919-20: Investigator, Retail Research Association, New York City.

HELEN SCHUYLER OPP, . . . 133 Delaware Street, Syracuse, N. Y.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), June, 1918-February, 1919.

Practicum: The McElwain Shoe Company, Manchester, N. H.; Winchester Repeating Arms Company, New Haven, Conn.; Edward G. Budd Motor Manufacturing Company, Philadelphia.

Preparation: A.B., Goucher College, 1909; Cornell University, summer, 1911; University of Pennsylvania, 1914-17 (one course each year).

Positions, 1910-18: Teacher, High School, Kingston, Pa., 1910-12; Teacher, High School, Lewistown, Pa., 1912-13; Teacher, West Philadelphia High School for Girls, 1913-18.

Position, 1919—: Assistant to Safety Engineer, Semet-Solway Company, Syracuse, N. Y., 1919—.

JEANETTE CAROLINE OWENS, . . . 407 Sixth Street, Lewisburg, Pa.
Scholar in Social Economy (Industrial Supervision and Employment Management); *Social Psychology*, June, 1918-February, 1919.

Practicum: General Electric Company, Lynn, Mass.; The Fayette R. Plumb Company, Philadelphia.

Preparation: Bachelor of Biological Science, Bucknell University, 1917.

Position, 1917-18: Teacher, High School, Stroudsburg, Pa., 1917-18.

Positions, 1919—: Assistant to Employment Manager, Sun Shipbuilding Company, Chester, Pa., 1919; Quilling Department, Aberfoyle Manufacturing Company, Chester, Pa.; Teacher, Industrial Department, Chester High School, 1919-20; Teacher of Science, High School, Williamsport, Pa., 1920—.

LAURA BELL PADDOCK,

The Margrave, 20th and Chestnut Streets, Philadelphia, Pa.
Scholar in Social Economy (Industrial Supervision and Employment Management); *Politics*, October, 1918-June, 1919,

Practicum: The American International Shipbuilding Company, Hog Island, Philadelphia; Plimpton Press, Norwood, Mass.; Bird & Co., Walpole, Mass.

Preparation: A.B., University of Minnesota, 1910.

Positions, 1910-18: Assistant Principal, Mora High School, Minn., 1910-12; Principal, Monticello High School, Minn., 1912-13; Principal, Delano High School, Minn., 1913-18.

Position, 1919—: Industrial Editorial Writer, Collins Industrial Council, A. M. Collins Manufacturing Company, Philadelphia, June, 1919—.

ELINOR PANCOAST, . . . 1707 Rittenhouse Street, Philadelphia, Pa.
Scholar in Social Economy (Industrial Supervision and Employment Management); *Politics*, October, 1918-June, 1919.

Practicum: Notaseme Hosiery Company, Philadelphia; Scovill Manufacturing Company, Waterbury, Conn.; Acme Wire Company, New Haven, Conn.

Preparation: Ph.B., University of Chicago, 1917; University of Texas, 1911-13, and summer, 1916.

Positions, 1913-18: Teacher of Latin and History, High School, Henrietta, Texas, 1913-16; Teacher of Latin, High School, Wichita Falls, Texas, 1917-18; Clerk, Hotel Cole, Big Spring, Texas, summers, 1914 and 1915, and assistant manager, summer, 1918.

Position, 1919—: Industrial Service Department, The A. M. Collins Company, Philadelphia, December, 1919—.

MARY CHRISTINE SCHAUFFLER, . . . 10 Court Street, Newburyport, Mass.
Scholar in Social Economy (Industrial Supervision and Employment Management); *Social Administration*, February-October, 1919.

Practicum: The Miller Lock Company, Philadelphia.

Preparation: A.B., Western Reserve University, 1910; Columbia University, summer, 1914; University of Chicago, summer, 1911 and summer, 1916.

Positions, 1910-18: Teacher of English and Mathematics, High School, New Philadelphia, Ohio, 1910-17; head of English work, High School, New Philadelphia, Ohio, 1917-18.

Position, 1920—: Director of Service Work, Bay State Cotton Corporation, Newburyport, Mass., March, 1920—.

EVELYN STADLER,* 5412 Cabanne Avenue, St. Louis, Mo.
Scholar in Social Economy (Industrial Supervision and Employment Management); Philosophy, February-October, 1919.

Practicum: Notaseme Hosiery Company, Philadelphia; Art-in-Buttons Company, Rochester, N. Y.

Preparation: Pension at Heasling, Dresden, Germany, 1911-12; Harris Teachers College St. Louis, 1913-15; University of Missouri, 1917-19, B.S. in Education, 1919.

Positions, 1915-17: Substitute Teacher, St. Louis Public Schools, 1915-16; Teacher, Emerson School, St. Louis, 1916-17.

Position, 1919—: Employment Manager of Women, Standard Mill, American Manufacturing Company, St. Louis, Mo., 1919—.

KATHERINE BEATRICE STELLE, 35 Milford Avenue, Newark, N. J.
Scholar in Social Economy (Industrial Supervision and Employment Management); Social Treatment; Social Administration, October 1918-June, 1919.

Practicum: The Atlantic Refining Company, Philadelphia; The Winchester Repeating Arms Company, New Haven, Conn.; Acme Wire Company, New Haven, Conn.

Preparation: A.B., Mount Holyoke College, 1918.

Positions, 1919—: Employment Department, The Aberfoyle Manufacturing Company, Philadelphia, Pa.; General and Industrial Secretary, North American Lace Company Branch, Germantown Young Women's Christian Association, Germantown, Pa., 1919-20; Assistant Supervisor of Employment, The L. K. Liggett Company, New York City, October, 1920—.

HALLIE UNA STILES, 98 Burnett Street, East Orange, N. J.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), October, 1918-June, 1919.

Practicum: The Barrett Manufacturing Company, Philadelphia; Pennsylvania Department of Labor and Industry, Factory Inspection, Philadelphia; United States Employment Service, Philadelphia.

Preparation: A.B., Albion College, 1916.

Positions, 1916-18: Librarian, Detroit Young Women's Christian Association, 1916-17, and Industrial Secretary, 1917-18; Assistant Bookkeeper and Stenographer, Peoples Exchange Bank, Russellville, Ark., 1908-12; Shop Practice, American Car and Foundry, Detroit, summer, 1918.

Positions, 1919—: Employment Manager, Notaseme Hosiery Company, 1919; Financial Adjustment Division, Social Service Department, Episcopal Hospital, Philadelphia, two months, 1919; Assistant to Credit Manager, A. B. Kirschbaum Company, Philadelphia, 1919-20; Educational Instructor of Office Employees, L. Bamberger and Company, Newark, N. J., 1920—.

JEANETTE OLIVIA WHITE†, 102 East 18th Street, Tulsa, Okla.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), June, 1918-February, 1919.

Practicum: The Hood Rubber Company, Watertown, Mass.; The United States Employment Service, Philadelphia.

Preparation: A.B., University of Missouri, 1917; University of Oklahoma, summer, 1916.

Position, 1917-18: Teaching.

Position, 1919—: Industrial Surveyor, Industrial Section of the Young Women's Christian Association, New York, 1919-20.

MARGARET THOMPSON WELLS WOOD,‡ 20-A Walnut Street, Summit, N. J.
Scholar in Social Economy and Social Research (Industrial Supervision and Employment Management), October, 1918-June, 1919.

Practicum: A. M. Collins Company, Philadelphia; Industrial Division, Young Women's Christian Association.

* Mrs. Philip Hammer.

† Mrs. J. Clifford Farmer.

‡ Mrs. Margaret Wells Wood.

Preparation: A.B., Mount Holyoke College, 1906.

Positions, 1906-17: Instructor, Mathematics and Biology, Ellsworth College, Iowa Falls, Iowa, 1906-08; Instructor, College Entrance Mathematics, Gilbert School, Winsted, Conn., 1908-11; Instructor, College Entrance Mathematics, High School, New Britain, Conn., 1913; Instructor in Mathematics and Vice-Principal, High School, Derby, Conn., 1913-18; work in mills, summers, 1900-17.

Positions, 1919—: Director, Department of Cooperation with Employers, National Board, Young Women's Christian Association, New York City, 1919-21; Industrial Survey, Foreign Department, Young Women's Christian Association, Japan, 1921—.

FORMER STUDENTS.

Students who have taken a major in another department of the College and a minor in Social Economy and students who have taken partial work only toward a certificate.

HELEN ADAIR,.....Kearney, Nebr.
Justus C. Strawbridge Fellow in Economics and Politics; Social Economy and Social Research, 1917-19.

Preparation: A.B., Barnard College, 1915; A.M., Columbia University, 1916.

ANNA HAINES BROWN,.....5927 Drexel Road, Philadelphia, Pa.
Graduate Student, History; Social Economy and Social Research, 1916-17.

Preparation: A.B., Bryn Mawr College, 1915, and A.M., 1916.

ISTAR ALIDA HAUPT, . . .215 Longwood Road, Roland Park, Baltimore, Md.
Fellow in Psychology, 1920-21.
Practicum: The Juvenile Court, Philadelphia.

Preparation: A.B., Bryn Mawr College, 1917, and A.M., 1918.

Position, 1918-20: Assistant Demonstrator in Applied Psychology, Bryn Mawr College.

MARGARET MONTAGUE MONROE, . . .Bryn Mawr College, Bryn Mawr, Pa.
Fellow in Psychology; Social Economy and Social Research, 1918-20.
Practicum: The Juvenile Court, Philadelphia.

Preparation: A.B., Mount Holyoke College, 1915; Barnard College, Columbia University, 1911-13.

Position, 1920—: Assistant Demonstrator, Applied Psychology, Bryn Mawr College, 1920-21.

MARY FRANCES NEARING,357 Charles Street, Boston, Mass.
Graduate Student, Social Economy and Social Research, 1915-16.

Preparation: A.B., Bryn Mawr College, 1909.

Positions, 1910-18: Teacher of English, St. Margaret's School, Waterbury, Conn., 1910-11; Secretary and Athletic Director, Miss Walker's School, Lakewood, N. J., 1911-13; Social Service Worker, Philadelphia, 1913-14; Warden of Rockefeller Hall, Bryn Mawr College, 1914-18; Student, Cambridge School of Architectural and Landscape Design, 1918—.

ALICE MAYNARD FIELD NEWKIRK,*.....Radnor, Pa.
Graduate Student, Social Economy and Social Research, 1919-20.

Preparation: A.B., University of Cincinnati, 1899.

Positions, 1900-19: Substitute Teacher, High and Grammar Schools, Detroit, 1900-01; Student in Eugenics with Dr. Charles B. Davenport, summer, 1912; President, Pennsylvania College Equal Suffrage League, 1915-17; Examiner, Women's Division, U. S. Employment Service, 1918-19.

MARIE SCHOELL,14 Sherman Street, Springfield, Mass.
French Scholar in Education; Social Economy; Social Research, 1917-18.

Preparation: Certificat d'Aptitude, Sorbonne, 1914; Diplome d'Anglais, University of Bordeaux, 1917.

Position, 1915-16: Teacher of English, College de Garçons and Ecole Primaire Supérieure de Filles, Brioude (Haute-Loire), France, 1915-16.

Positions, 1918—: Teacher, Phoebe Anne Thorne Model School, Bryn Mawr, 1918-19; Director, French House, Springfield, 1918—.

* Mrs. Walter Matthew Newkirk.

LEDA FLORENCE WHITE, Drexel Institute, Philadelphia, Pa.
Graduate Student, Social Economy and Social Research, 1919-20.

Preparation: A.B., Bryn Mawr College, 1904; A.M., University of Pennsylvania, 1913;
 Student, Economics, History, Columbia University, 1914-15; Statistics, summer, 1920.
Positions, 1904-20: Teacher, Friends Academy, Moorestown, N. J., 1904-08; Teacher,
 Friends School, Germantown, 1908-14; Statistical Secretary for Chairman of Com-
 mission on Welfare of Teachers, 1915-16; Statistical Work and Social Secretary, Women's
 Graduate Club, Columbia University, 1916-17; Clerk, Guaranty Trust Company, New
 York, 1917-18; Assistant Professor of Statistics, Drexel Institute, Philadelphia, 1918-20.
Position, 1920: Assistant Professor of Statistics, Drexel Institute, Philadelphia, 1920—.

MILDRED MCCREARY WILLARD, Merion, Pa.
Graduate Scholar in Psychology; Social Economy and Social Research, 1917-18.

Preparation: A.B., Bryn Mawr College, 1917; Student, University of Pennsylvania, sum-
 mer session, 1916.
Position, 1917-18: Teacher of Abnormal Children, Bryn Mawr School for Individual
 Development, Rosemont, December, 1917-18.
Position, 1918—: Assistant Employment Manager, Strawbridge and Clothier Store,
 Philadelphia, Pa., 1918 —.

RUTH JACKSON WOODRUFF, 1522 Cherry Street, Philadelphia, Pa.
Graduate Scholar in Psychology; Social Economy, 1919-20.

Preparation: A.B., Bryn Mawr, 1919.
Position, 1920—: Girls' Counselor of the Junior Employment Service of the Board of
 Education, cooperating with the White-Williams Foundation, Philadelphia, June,
 1920—.

STUDENTS FOR THE YEAR 1920-21.

MARTHA ANDERSON, 910 Clinton Street, Philadelphia.
Graduate Student, Social Psychology, Social Philosophy.

Preparation: B.S., Simmons College, 1919.
Positions: Acting Secretary, League for Democratic Control, Boston, summer, 1919;
 Secretary, Carola Woerishoffer Department, Bryn Mawr College, 1919—.

HELEN ELIZABETH BRENNEN, Leetonia, Ohio.
Susan B. Anthony Scholar in Social Economy and Politics, 1920-21.

Preparation: A.B., Radcliffe College, 1920.

RUTH EMILY CHAPMAN, 6316 Ross Street, Germantown, Pa.
Non-resident Scholar (Community Organization), 1920-21.
Practicum: Bryn Mawr Community Center.

Preparation: A.B., University of Denver, 1919.
Position, 1919-20: Office Manager, Goodwill Industries, Philadelphia, Pa., 1919-20.

EVA COHEN, 23 Pawtucket Street, Hartford, Conn.
*Grace H. Dodge Scholar in Social Economy (Industrial Relations and
 Personnel Administration), 1920-21.*
Practicum: A. M. Collins Manufacturing Company, Philadelphia.

Preparation: A.B., Smith College, 1916.
Positions, 1916-20: Family Case Worker, United Hebrew Charities, New York City,
 1916-17; Investigator and Court Worker, New York Probation and Protective Asso-
 ciation, New York City, 1917; Secretary, Juvenile Commission, Hartford, Conn.,
 1917-18; Field Agent, United States Employment Service in Connecticut, 1918-19;
 Secretary, Juvenile Commission, Hartford, Conn., 1919-20.

MARJORIE HELEN DARR, Saint Mary's, Pa.
American Red Cross Scholar in Social Economy, 1920-21.

Practicum: American Red Cross, Coatesville, Pa.

Preparation: A.B., Smith College, 1916.
Positions, 1916-19: Teacher, High School, Defiance, Pa., 1916-17; Teacher of History,
 High School, Woodbridge, N. J., 1917-18; Hut Worker, American Red Cross, France,
 1918-19.

ZOE NYOK DONG, 527 West Woohang Road, Shanghai, China.
*Carola Woerishoffer Scholar in Social Economy and Social Research
 (Community Organization); Psychology, 1920-21.*

Practicum: Bryn Mawr Community Center.

Preparation: A.B., Smith College, 1920.

LEAH HANNAH FEDER, See page 55.

- LUCILE FULK, Atlanta, Nebr.
Grace H. Dodge Scholar in Social Economy (Industrial Relations and Personnel Administration), 1920-21.
Practicum: Notaseme Hosiery Company, Philadelphia.
Preparation: A.B., University of Nebraska, 1919.
Position, 1919-20: Teacher, High School, Norfolk, Nebr.
- MARY BROOKS GOODHUE, 639 Church Lane, Germantown, Pa.
Grace H. Dodge Fellow in Social Economy (Industrial Relations and Personnel Administration); History, 1920-21.
Practicum: John Disston Sons, Philadelphia.
Preparation: A.B., Bryn Mawr College, 1915; A.M., University of Pennsylvania, 1918.
Positions, 1915-20: Teacher, High School, Lunenburg, Mass., 1915-17; Industrial Secretary, Young Woman's Christian Association, Baltimore, Md., 1918-20.
- MINNIE ETTA HARMAN, Tazewell, Va.
American Red Cross Scholar in Social Economy, 1920-21.
Practicum: American Red Cross, Phoenixville, Pa.
Preparation: A.B., Lynchburg College, 1914.
Positions, 1918-19: Assistant Principal, High School, Graham, Va.; Teacher, High School, Earlysville, Va.; Norfolk, W. Va.; Assistant in Foreign Bureau of the Bureau of Communication, American Red Cross, Washington, D. C., 1918-19.
- MARGARET HIRSH, 1213 Stratford Avenue, Melrose Park, Pa.
Non-resident Scholar in Social Economy (Industrial Relations and Personnel Administration); Economics, 1920-21.
Practicum: The Midvale Steel and Ordnance Company, Philadelphia.
Preparation: A.B., Smith College, 1920.
- KATHERINE HUFF, 304 West Church Street, Champaign, Ill.
Scholar in Philosophy; Social Economy, 1920-21.
Practicum: Bryn Mawr Community Center.
Preparation: A.B., University of Illinois, 1920.
- LOIS ANGELINE MEREDITH, Minneapolis, Minn.
Carola Wocrichaffer Scholar in Social Economy, Psychology, 1920-21.
Practicum: Society for Organizing Charity, Germantown District, Philadelphia.
Preparation: A.B., Grinnell College, 1919.
Position, 1919-20: Teacher of History and English, High School, Nashua, N. H., 1919-20.
- ANNE HENDRY MORRISON, 4016 Charlotte Street, Kansas City, Mo.
Community Center Scholar in Social Economy; Education, 1920-21.
Practicum: Bryn Mawr Community Center.
Preparation: A.B., University of Missouri, 1914.
Positions, 1905-20: Teacher, Public Schools, Kansas City, Mo., 1905-13 and 1914-15; Teacher of Latin, High School, Kansas City, Mo., 1915-20.
- ARDIS NASON, 1215 Lincoln Avenue, Tyrone, Pa.
Grace H. Dodge Scholar in Social Economy (Industrial Relations and Personnel Administration); Economics.
Practicum: John Wanamaker Store, Philadelphia.
Preparation: A.B., Mount Holyoke College, 1920.
Position, 1920: Assistant, Statistical Department, United States Rubber Company, Williamsport, Pa., summer, 1920.
- ETHEL PEW, Roberts Road, Bryn Mawr, Pa.
Industrial Relations and Personnel Administration, 1920-21.
Preparation: A.B., Bryn Mawr College, 1906; Graduate Student, 1908-09.
- ALICE MAY PRIE, Fort Collins, Colo.
Grace H. Dodge Scholar in Social Economy (Industrial Relations and Personnel Administration), 1920-21.
Practicum: The Curtis Publishing Company, Philadelphia.
Preparation: A.B., Colorado College, 1919.
Position, 1919-20: Principal, High School, Estes Park, Colo.

ELIZABETH LANE PORTER, 2326 Fairfield Avenue, Fort Wayne, Ind.
*Bryn Mawr-Intercollegiate Community Service Association Joint Fellow
 in Social Economy and Social Research, Politics, 1920-21.*
Practicum: The College Settlement, Philadelphia.

Preparation: A.B., Bryn Mawr College, 1916.
Position, 1917-19: Chief Clerk, Second District Exemption Board, Fort Wayne, Ind.

HELEN IVES SCHERMERHORN, 2 Gillespie Street, Schenectady, N. Y.
Carola Woerishoffer Fellow in Social Economy, 1920-21.
Practicum: Bryn Mawr Community Center.

Preparation: A.B., Vassar College, 1908; A.M., Columbia University, 1920.
Positions, 1909-15: Teacher, English and Geography, Brown School, Schenectady, N. Y., 1909-15; and in Academy for Girls, Albany, N. Y., 1916-19.

BERTHA SHANEK, Odell, Nebr.
*Grace H. Dodge Scholar in Social Economy (Industrial Relations and
 Personnel Administration).*
Practicum: Edward G. Budd Company, Philadelphia.

Preparation: A.B., University of Nebraska, 1912; Student, Columbia University, summer session, 1916; Graduate Work in Slavonic Languages, University of Nebraska, 1916-18.

Positions, 1900-20: Teacher, Public Schools, Superior, Nebr., 1900-09; Teacher, High School, Hastings, Nebr., 1912-16; Teacher, Night School, Lincoln, Nebr., 1916-18; Teacher, University of Wyoming, 1918-20.

MARGUERITE LYONS SNIDER, Uniontown, Pa.
American Red Cross Scholar in Social Economy, 1920-21.

Practicum: Rural Section, Southeastern Division, American Red Cross, Chester County, Pa.

Preparation: A.B., Vassar College, 1918.

Position, 1918-20: Case Worker, Fayette County American Red Cross, Uniontown, Pa., 1918-20.

HELEN ELIZABETH SPALDING, See page 58.

VIRGINIA SPENCE, 1904 Rio Grande Street, Austin, Texas.
*Grace H. Dodge Fellow in Social Economy (Industrial Relations and
 Personnel Administration); Psychology, 1920-21.*
Practicum: The Atlantic Refining Company, Philadelphia.

Preparation: A.B., University of Texas, 1917, and A.M., 1920. Scholar, National Training School, Young Women's Christian Association, New York City, summer, 1919.

Positions, 1917-20: Assistant Registrar, Agricultural and Mechanical College, College Station, Texas, 1917-18; Secretary, Army Training, Agricultural and Mechanical College, College Station, Texas, 1918-19; Girls' Work Secretary, Young Women's Christian Association, Austin, Texas, 1919-20; Student Assistant, Economic Department, University of Texas, 1919-20.

EMMA WALDER, Mannedorf, Zurich, Switzerland.
*Grace H. Dodge Scholar in Social Economy (Industrial Relations and
 Personnel Administration).*

Practicum: A. M. Collins Company, Philadelphia.

Preparation: University of Zurich, 1919; University of Berne, 1919-20.

AMEY EATON WATSON, See page 56.

GRACE WILLIAMS, Oskaloosa, Iowa.
Grace H. Dodge Scholar in Social Economy and Social Research (Industrial Relations and Personnel Administration), 1920-21.
Practicum: Leeds and Northrup Company, Philadelphia.

Preparation: B.Ph., Penn College, 1913.

Positions, 1906-20: Teacher, Public Schools, Oskaloosa, Iowa, 1906-08, 1910-11, 1913-14; General Secretary, Young Women's Christian Association, Muscatine, Iowa, 1915-17; Industrial Secretary, Young Women's Christian Association, Cedar Rapids, Iowa, 1917-20.

AGNES STERRETT WOODS, See page 62.



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